



The Urantia Book Fellowship

Participation Code of Conduct Policy

Purpose

The Urantia Book Fellowship is a membership and service organization dedicated to learning, sharing, and living the teachings of The Urantia Book. This Policy supports a welcoming, safe, respectful, and spiritually enriching community for everyone who participates in Fellowship activities and service.

Scope

This Policy applies to everyone participating in a Fellowship-sponsored, Fellowship-administered, or Fellowship-affiliated activity, whether in person or online. It applies to members, volunteers, staff, board and committee members, event participants, presenters, speakers, facilitators, contractors, vendors, donors, guests, and other participants.

Covered activities include conferences, retreats, workshops, meetings, social gatherings, study groups, Local Society activities, outreach and service projects, board and committee work, volunteer assignments, staff interactions, online meetings and forums, Fellowship-related communications and digital spaces, and travel or lodging associated with Fellowship programs.

Shared Expectations

Participants are expected to:

- Communicate respectfully and in good faith.
- Honor personal boundaries, privacy, confidentiality, and consent.
- Follow reasonable directions from authorized Fellowship representatives.
- Respect Fellowship property, funds, records, technology, communications, and other resources.
- Comply with applicable laws, venue requirements, safety rules, and Fellowship policies.
- Help create an environment in which people can learn, serve, and participate without fear of harassment, intimidation, or exclusion.

Sincere differences in experience, interpretation, background, and viewpoint are welcome. Disagreement must be expressed constructively and without personal attacks, intimidation, hostility, or disruption.

Prohibited Conduct

The Fellowship does not tolerate conduct that compromises another person's safety, dignity, privacy, or ability to participate. Prohibited conduct includes:

- Sexual harassment, unwelcome sexual attention, sexual comments, advances, requests, gestures, images, or unwanted physical contact.
- Harassment, bullying, or derogatory conduct based on race, color, religion, national origin, ancestry, age, disability, sex, sexual orientation, gender identity or expression, marital or family status, veteran status, or any other status protected by applicable law.
- Threats, intimidation, stalking, violence, verbal abuse, physical abuse, or conduct that reasonably causes another person to feel unsafe.
- Unwanted touching, invasion of personal space, repeated unwanted contact, or disregard of a person's stated boundaries.

- Disruptive, hostile, abusive, obscene, demeaning, or disrespectful behavior that interferes with a Fellowship activity or another person's participation.
- Retaliation against a person who reports a concern in good faith, participates in an inquiry, or supports another person who makes a report.
- Theft, fraud, misappropriation, misuse of Fellowship funds or property, damage to property, or unauthorized use of Fellowship names, logos, mailing lists, records, accounts, or technology.
- Unauthorized disclosure of confidential, personal, donor, member, volunteer, staff, or organizational information.
- Photographing, recording, livestreaming, publishing, or sharing another person's image, voice, contact information, presentation, or private communication without appropriate permission.
- Harassment, personal attacks, unauthorized commercial solicitation, partisan political campaigning, or other use of Fellowship activities or communication channels inconsistent with the Fellowship's mission or policies.
- Impairment by alcohol, illegal drugs, or other substances when the impairment creates a safety concern or materially disrupts an activity.

Online Participation

This Policy applies fully to online and electronic interactions. Participants must use respectful language and must not engage in personal attacks, threats, discriminatory remarks, harassment, unwanted private messages, or other conduct prohibited by this Policy.

Participants must protect meeting links, passwords, participant lists, recordings, chat content, personal information, and private communications. These materials may not be shared without authorization.

Authorized hosts, moderators, event leaders, and other Fellowship representatives may mute, remove, or block a participant when reasonably necessary to protect safety, privacy, or the constructive purpose of an activity.

Reporting Concerns

A participant who experiences or witnesses conduct that may violate this Policy is encouraged to report it promptly to an event leader, Fellowship staff member, committee chair, board member, or other designated contact identified in the relevant event or program materials. Reports should include enough information to permit a fair and timely response.

If there is an immediate threat to safety, contact local emergency services first. The Fellowship will take reasonable steps to protect privacy while reviewing a concern, but cannot guarantee absolute confidentiality where disclosure is required to respond appropriately or comply with law.

Response and Enforcement

The Fellowship will review concerns in a manner appropriate to the circumstances and will seek to treat all participants fairly. Depending on the facts, a response may include guidance, mediation, corrective action, removal from an activity, loss of participation privileges, removal from a volunteer or leadership role, or other action authorized by Fellowship governing documents and applicable law.

For Fellowship members, suspension or termination of membership will be handled in accordance with the Fellowship's governing documents and applicable law. A participant removed from an activity may be denied a refund or reimbursement to the extent permitted by law and applicable event policies.

No Retaliation

Retaliation against a person who raises a concern in good faith, participates in a review, or supports another person who makes a report is prohibited.

Participation

By registering for, attending, volunteering with, serving in, or otherwise participating in a Fellowship-related activity, participants are expected to follow this Policy and any reasonable activity-specific rules communicated by authorized Fellowship representatives.

Revision History

September 10, 2026 — Established by the Executive Committee.