

Raising a Concern of Sexual Misconduct in the RC Community

If you believe you are experiencing sexual misconduct within the RC Community, the RC Community (under our Guideline M.5.) provides you three options for addressing your concern. You can find the full text of Guideline M.5. [here](#) (Part A) and [here](#) (Part B). We have pulled together some additional information about the Guideline [here](#).

The three options and a description of the process are summarized below. You can contact an RC teacher or Reference Person (RP) for help with this process at any time. If your complaint is about the conduct of an RC leader, that leader will not be involved in any determination of sexual misconduct.

Initial Contact

- During your first contact with an RC leader, they will ask whether you believe the Co-Counselor you are complaining of is likely to repeat that conduct in the near future.
- If so, the RC leader will immediately intervene to prevent future sexual misconduct by, at a minimum, restricting the person from contact with you. The leader will determine what other restrictions, if any, are needed..

Option 1

You can proceed informally, with or without the assistance of an RC leader.

If you want the assistance of an RC leader

Please speak to your teacher or Reference Person and work out what assistance you would like.

- Even if you want to proceed informally (with or without the assistance of an RC leader), we ask that you inform an RC leader if you believe sexual misconduct occurred.
- If after listening to your experience we are concerned that sexual misconduct might have occurred, RC leadership will proceed to look into the situation, regardless of what actions you will take informally. We would do this because it is so important for the RC Community that we address all sexual misconduct.

Option 2

You can use Part A of Guideline M.5.

Part A provides a less formal process than Part B. You can read the two parts of the Guideline for yourself or ask an RC Reference Person to discuss the differences between Part A and Part B with you.

If you choose to use Part A

Please inform your teacher or Reference Person. You can use some or all of the processes listed under Guideline M.5.A, “Addressing Issues and Concerns.”

Meeting with Reference Person

- The Reference Person will meet with you to gather information about what happened, explain our process, help you decide what steps you wish to take under Guideline M.5.A, and proceed with those steps.
- You may have a Co-Counselor and/or your RC teacher with you at that meeting as a support person.
- The Reference Person and/or your teacher will also counsel you, and help you think about and arrange counseling support for yourself.

Meeting with person complained of

- The Reference Person of the person you have complained of will meet with the person complained of and get their description of what happened in order to get a fuller understanding of what occurred.
- If you want to meet with the person you are complaining of, the Reference Person will think with you about how that can best happen.
- If you do not wish to meet with the person you are complaining of, you will not be required to do so.

Determination and Outcome

Conclusion: sexual misconduct occurred

- If the Reference Persons involved conclude that sexual misconduct has occurred, they will meet with you to consider how the harm to you can be addressed.
- They will also decide upon steps to correct the behavior of the person complained of and prevent future occurrences.
- This will include a plan for extensive counseling on the distresses involved. It often includes restricting the other person’s involvement in RC and/or their leadership for at least some period of time.

No conclusion of sexual misconduct

- If the Reference Persons involved do not conclude there was sexual misconduct, they will have a final meeting with you.
- One issue that may be discussed at that meeting is further support for you.
- You can appeal their decision to the International Reference Person (IRP).

Option 3

You can use Part B of Guideline M.5 — the Complaint Resolution Process.

If you choose to use Part B

Please inform your RC teacher, your Area Reference Person, Regional Reference Person, or the Guideline M.5.B Complaint Review Committee (CRC) directly by emailing committee@rc.org.

Complaint Review Committee formed

- A Complaint Review Committee (CRC) will be assembled.
- It will include a designee from the ILRP for Women; an ILRP, ICRP, or RRP chosen by you; and several other Reference Persons chosen by Women’s ILRP and the IRP.

Meeting with RP and committee member

- Your Reference Person and a member of the CRC will meet with you to gather information about what happened and explain our process.
- You may have a Co-Counselor and/or your RC teacher with you at that meeting as a support person.
- Reference Persons will also counsel you, and help you think about and arrange counseling support for yourself.

Gathering more information

- The Reference Person for the person you have complained of along with a member of the CRC will meet with the person complained of and get their description of what happened in order to get a fuller understanding of what occurred.
- Any witnesses will also be interviewed, and the RRP and CRC may have more questions for you.

Determination and Outcome

- Then the CRC will meet with the RRP to make their determination about whether sexual misconduct occurred (applying the definition in Guideline M.5.)

Conclusion: sexual misconduct occurred

- If they conclude sexual misconduct occurred, the RRP and CRC will meet with you to consider how the harm to you can be addressed.
- They will also decide upon steps to correct the behavior of the person complained of and prevent future occurrences.
- This will include a plan for extensive counseling on the distresses involved. It often includes restricting the other person’s involvement in RC and/or their leadership for at least some period of time.

No conclusion of sexual misconduct

- If the Reference Persons and the CRC do not conclude there was sexual misconduct, they will have a final meeting with you.
- One issue that may be discussed at that meeting is further support for you.
- You can appeal their decision to the International Reference Person (IRP).