

UNIVERSITY RELIGIOUS LEADERS' ORGANIZATION

(URLO)

UNIVERSITY OF DELAWARE

STATEMENT OF PURPOSE

The purpose of the URLO is to provide a forum for professional clergy and recognized representatives of registered student religious groups to meet, share ideas, promote mutual cooperation and understanding and to provide a point of contact for the University to the religious community.

STATEMENT OF MEMBERSHIP

Membership in the University Religious Leaders' Organization (URLO) is open to religious leaders who represent religious groups which minister to the people of the University of Delaware, and whose student groups are recognized as student organizations by the University.

MEMBERSHIP

Members are:

- a) Those who are officially designated by a recognized religious body (those that have some local, regional or national structure) as campus religious leaders for the University of Delaware or
- b) Those who are officially recognized by their religious body and advise a religious registered student organization.

RIGHTS & RESPONSIBILITIES

Adherence to the current URLO Code of Ethics is required of all members.

- a) URLO Members may vote on all actions brought before the URLO.
- b) URLO Members may hold office in the URLO.
- c) URLO Members are entitled to such privileges as may be recommended by the University administration.

Membership & Document Revision

Rev. Andrew Anderson, *Orthodox Christian Fellowship*

* Rev. Jay Angerer, *Episcopal Campus Ministry*

Steve Baker, *Campus Crusade for Christ*

David Blackwell, *Blue Hens for Christ*

Ian Cooper, *Hillel*

Pat Davis, *Warriors for Christ*

* Susan Detwiler, *Kristol Center for Jewish Life, Hillel*

Blake Hardcastle, *Baptist Student Ministry*

Rev. Bruce Heggen, *Lutheran Student Association, ELCA*

Lynn Paul, *Baha'i Club*

Jose Ramirez, *Delaware Zen Group*

Ismat Shah, *Muslim Student Association*

Rev. Kerry Slinkard, *Presbyterian Campus Ministry*

Rabbi Eliezer Sneiderman, *Chabad Center for Jewish Life*

* Rev. Michael Szupper, *Catholic Campus Ministry*

* Rev. Laura Lee Wilson, *Wesley Foundation Campus Ministry(United Methodist)*

* Grant Wolf, *Baha'i Club*

* Kim Zitzner, *Catholic Campus Ministry*

CODE OF ETHICS
UNIVERSITY RELIGIOUS LEADERS' ORGANIZATION
UNIVERSITY OF DELAWARE

1. We are dedicated to the students of the University of Delaware.

- a. We affirm the University of Delaware Student Rights and Responsibilities as published in Section 3, "Conduct of Academic Programs" in the *Faculty Handbook*.¹ In particular, we emphasize the section on "Freedom of Inquiry and Expression" which mandates peaceful assembly or advocacy that does not infringe upon the rights or freedoms of others.
- b. We affirm that any persuasive effort that restricts a student's freedom to choose is unethical.
- c. We affirm the right of every person to exercise the freedom of religious choice.
- d. We will be sensitive to the academic responsibilities of students in planning and promoting our student activities.
- e. We will provide opportunity for religious instruction and worship in the tradition of the sponsoring body in a manner that contributes to the students' moral and spiritual development.
- f. When promoting our ministry we will clearly identify ourselves and our sponsoring religious organization and be forthright in our goals.

2. We are dedicated to upholding University of Delaware programs and policies.

- a. We will work in harmony and cooperation with the University and abide by all University policies.
- b. When exercising our freedom to question or dispute University of Delaware programs or policies we will do so in a peaceful and professional manner.
- c. We will encourage our religious registered student organizations to know and follow the procedures and policies found in the *Student Guide to University Policies*.
- d. All advertising will clearly identify our sponsoring religious organization.
- e. We will represent high standards of personal, moral and ethical conduct on campus.

3. We are dedicated to respecting other campus ministries at the University of Delaware.

- a. We value a collegial relationship among URLO members and will work in harmony with all recognized religious leaders.
- b. We will assume the sincerity and good will of URLO members.
- c. We will maintain respect for the diversity of religious commitments found in the campus community.
- d. We will seek to create dialogue with other URLO members in order to increase understanding and mutual support for our common mission to serve the University community.
- e. We will seek to represent the beliefs of other faiths accurately.
- f. We will treat each other as we would like to be treated.

¹ <http://www.udel.edu/provost/fachb/III-1-a-freedom.html>

GRIEVANCE PROCEDURE

UNIVERSITY RELIGIOUS LEADERS' ORGANIZATION

UNIVERSITY OF DELAWARE

The policies set forth in this document apply to religious leaders who are members of the University Religious Leaders' Organization (URLO). Their affiliated religious registered student organizations are governed by the University. Student organization regulations are found in *The Student Guide to University Policies*.

1. Individuals who believe that a URLO member may have violated the Code of Ethics are encouraged to resolve that matter with the URLO member through personal communication, prayer and spiritual guidance. In the event the matter is not resolved, grievances will be processed as quickly as possible. The opportunity for healing and reconciliation will be pursued and encouraged throughout the process.
2. The grievance may be presented to the Chair of the URLO. The Chair will appoint a mediator who is mutually acceptable to both parties. The mediator will seek to resolve the issue with the complainant and respondent. The meeting should occur within two weeks of the assignment of a mediator. The Chair and the mediator will decide upon the level of confidentiality of each grievance. Depending on the nature of the case, the Chair may elect to bypass the mediation step and proceed to the following step.
3. If mediation does not resolve the grievance, the grievance will be presented to the Chair in writing. The Chair will form an ad hoc review panel of three URLO members. The panel will send the complainant and respondent a written notification of the charges, along with a hearing date. The hearing should occur within two weeks of the panel assignment. The review panel will present its decision to the Chair within one week of the hearing. The complainant and respondent will then be notified of the decision.
4. Either party may file for an appeal. The appeal board will consist of the current officers of the URLO for the first appeal. The URLO general membership will serve as the appeal board for the second appeal. A 3/4 vote of the URLO general membership is needed to support the original charge.
5. The Chair of the URLO and all Grievance Review Panel Members will decide as to the level of confidentiality of each grievance hearing and the hearing results. The results of each grievance hearing will be taken under advisement by the Chair of the URLO and all Grievance Review Panel members as to the necessary bodies (e.g., ecclesiastical, university administration) who need to be notified.
6. The opportunity for prayerful reconciliation will be pursued and encouraged.

If a violation of the Code of Ethics is found, one or more of the following actions will be taken:

1. A written summary or warning to the URLO member.
2. A limitation of membership privileges for a prescribed period of time (e.g., denial of voting and office holding privileges)
3. Suspension of the member for a prescribed period of time.
4. Recommendation to the university administration to suspend university privileges (e.g., postponement of the issuance of the URLO religious advisors identification card, suspension of the privilege to receive list of students who have designated a religious preference on their admissions application).

