



Code of Conduct Policy

Consistent with The Center's mission, the purpose of this Code is to provide an atmosphere that empowers and enriches all participants (any person present at The Center or participating in Center off-site programs, including but not limited to members, guests, invitees, licensees, and members of the general public who may be at The Center or participating in Center off-site programs for whatever reason) of The Center community. In order to meet the mission, The Center must ensure the safety and enjoyment of all Center participants, including members, volunteers, staff, and members of the general public by communicating these guidelines clearly. A peer review committee will determine outcomes when this Code of Conduct is violated three times by a member except in limited circumstances (any unlawful act or violation of ordinances, or physical harm or threatening physical harm to self or others). These outcomes can range from a verbal warning to a temporary or permanent ban of the person(s) violating the Code of Conduct, depending on the severity of the violation. The Membership Coordinator is the liaison between all individuals present at the Center and the Peer Review Committee. In the event that a non-member violates this Code of Conduct, The Center may take whatever action necessary to ensure the safety and enjoyment of all other Center participants, without further notice or process.

Our expectation is that everyone in The Center will be courteous, respectful, and appropriate. Inappropriate behavior includes any behavior that is disruptive to anyone who uses The Center, including but not limited to:

- Name calling, yelling, and/or using profane language
- Intimidating and disruptive behavior or language
- Disruption of programs and activities
- Abuse of Center resources, employees, volunteers, members, or anyone using The Center or attending its programs
- Solicitation for personal or improper purposes

The Center does not discriminate on the basis of race, color, religion (creed), gender, gender expression, age, national origin (ancestry), disability, marital status, sexual orientation, or military status, in any of its activities or operations. The Center is committed to providing an inclusive and welcoming environment for our staff, members, guests, volunteers, vendors, and members of the general public.

Although The Center strives to be as inclusive as possible, it expects and requires that all participants who use The Center are able to take care of their own basic needs including, but not limited to:

- the ability to clothe, feed, and toilet oneself
- the ability to navigate through The Center unassisted

If a participant is unable to care for his/her basic needs while at The Center, the Center expects the participant to have a caregiver with him/her.

Revised and Adopted by Board of Directors May 28, 2019