

50 North

Participant Code of Conduct Policy

Purpose

50 North provides a safe, friendly, and welcoming environment for seniors to participate in socialization, educational and fitness activities, as well as participate in a variety of helpful and relevant services.

It is imperative that all participants act appropriately while at 50 North. This means that people should treat each other with dignity and respect at all times.

We are committed to providing a safe and welcoming environment for our participants, visitors, and staff. The following Code of Conduct has been adopted to help create a supportive, relaxed and pleasurable environment for all participants, volunteers and employees associated with 50 North.

Policy

A. Participants of 50 North shall :

- Treat other participants, volunteers, and staff with kindness, courtesy and respect.
- Treat others in the same manner you would like to be treated.
- Be welcoming to visitors and new participants.
- Be supportive and accepting of one another's differences.
- Be flexible in accepting alternate facility assignments or modification to schedules due to maintenance, scheduling conflicts and emergency situations.
- Treat public and private property and equipment with respect.
- Be able to care for themselves while participating at 50 North or participating in 50 North activities. Seniors are welcome to bring an attendant or a caregiver with them to enjoy our programs or services.

B. Behavior that Constitutes Violation of this Policy include but not limited to:

- Loud, disruptive, insulting, obscene, hateful, or abusive language.
- Inability to exhibit self-control and appropriate self-conduct.
- Making threats or demonstrating threatening behavior, verbally or in writing, to participants, volunteers, or staff.
- Violation of smoking ordinances inside and outside of the building.
- Defacing or destroying 50 North property.
- Lack of personal cleanliness and proper hygiene.
- Activities that negatively affect the health of others.
- Racial, religious, or sexual harassment of participants or staff.
- Physical or sexual assault, battery, or improper touching.
- Harassment of any kind to other participants, volunteers, or staff members.
- Loitering, panhandling, or solicitation.
- Removal of 50 North property without permission.
- Inappropriate or revealing attire.
- Participating in activities while under the adverse influence of alcohol or drugs.
- Committing or attempting to commit any activity that would constitute a violation of any federal, state, or local criminal statute or ordinance.
- Other behavior that is deemed inappropriate by the Executive Director or her designee.

Consequences of Policy Violation

Each participant should be able to socialize and interact with others in an independent positive manner.

Failure to follow the above code of conduct will constitute a disciplinary action to be determined by staff. It could range from a verbal or written reprimand, suspension or expulsion depending on the gravity of the situation. In certain situations, it may be necessary to defer matters to public safety personnel (police) to insure participant compliance and/or safety.

Participants returning to 50 North in violation of the suspension or expulsion order will be asked to leave by 50 North staff. Should this approach be unsuccessful, public safety personnel (police) will be called to assist and protect the safety and welfare of staff and participants.

Original Adoption Date: May 8, 2013

Adopted by the Board Date: May 8, 2013