



Sno-Valley Senior Center Code of Conduct

- Treat all participants, staff, volunteers and visitors to the center with respect. Lewd or profane language is prohibited.
- Engaging in malicious gossip or activities that are disruptive is prohibited.
- Demonstrate proper care and regard for center property and make a reasonable effort at clean up, returning facilities to the condition immediately prior to use.
- Unauthorized alcohol, drug or tobacco use is prohibited. (this is a smoke free facility)
- Hostile, angry or abusive behavior including any act or gesture intended to harass or intimidate another person, any act or gesture likely to damage center property, or any act or gesture likely to leave another person injured or fearing injury is strictly prohibited.
- Interfering with the operation of classes, programs or services and the work of staff is prohibited.
- Be flexible in accepting alternate facility assignments or modifications to schedules due to maintenance, scheduling conflicts, and emergency situations.
- Poor personal hygiene which interferes with participation of others in programs and activities is a violation of the standards of conduct.
- As a user of the center's communications equipment, you are prohibited from accessing, retrieving, displaying or printing text or graphics that exceed the bounds of generally accepted standards of good taste and ethics. This includes, but is not limited to material of a sexually explicit nature, material with expressions of bigotry, racism or hate.
- Your pets are welcome if they are well-behaved, on a leash, and not barking, however they are not allowed in the lunch room
- Respect the decisions of staff and abide by the established grievance procedures when concerns arise. (Directly to the person, then volunteer supervisor, then Director, then Board)
- Enforcement: The Sno-Valley Senior Center staff is authorized to enforce the above code of conduct. Violation of the code may result in disciplinary action including, but not limited to, verbal warning, suspension of the right to participate in some or all of the Sno-Valley Senior Center's programs/facility uses for a period of time, or permanent expulsion from the Sno-Valley Senior Center or its programs/facility uses, depending on the severity of the offense and whether the offense is repeated or habitual. Violations of the Code that are deemed to constitute an immediate and apparent threat to the safety of others or their property may result in immediate expulsion from the Sno-Valley Senior Center and/or the specific activity/facility use.
- Appeal of Enforcement Action: Appeals may be made in writing.

STATEMENT OF NON-DISCRIMINATION POLICY

The Sno-Valley Senior Center does not discriminate against clients, applicants, or employees on the basis of race, color, creed, religion, sex, age, national origin, marital status, sensory or physical or mental handicap, political ideology, or sexual orientation. On request, people with disabilities will be provided with reasonable accommodations. ***Sno-Valley Senior Center*** is affiliated with *Sound Generations*. Our mission is to inspire, support and empower seniors to lead healthy, enriched lives. **Anyone can be a member, regardless of age.**