



## **HSCA Facility Code of Conduct**

This code of conduct sets out the basic rules, behaviors and standards that are necessary for maintaining a safe, respectful, honest and ethical environment for all.

### **1. *Zero Tolerance for Harassment, Abuse and Violence***

Every employee, volunteer and patron shall:

- Be treated with respect and dignity.
- Behave safely toward others. I.e. no employee, volunteer or patron shall be subject to any physical, sexual, psychological or verbal harassment or abuse.

### **2. *Duty of care***

Every employee, volunteer and patron shall:

- Take reasonable care to avoid damaging HSCA facilities, materials and equipment.
- Attend to and supervise children in their care.
- Avoid behavior that disturbs others' use of the facility.

### **3. *Equitable treatment for all***

All patrons, staff and volunteers are expected to:

- Act with fairness, honesty, integrity and openness;
- Respect the opinions of others and treat all with equality and dignity.

### **4. *Additional Prohibited actions on facility property:***

- Misconduct arising from public intoxication;
- Use, sale or exchange of illegal narcotics or intoxicants;
- Theft and vandalism, or any other act deemed illegal by municipal, provincial or federal statutes;
- Use of facility equipment in a manner for which they were not intended or designed (eg: sleeping, washing hair in sink);
- Offensive body, food and clothing odour, including strong perfumes and cologne; and,
- Any other behavior deemed inappropriate by HSCA staff.

Sanctions for major violations of this code or repeated offenses will result in removal from the facilities or being banned for a period of time, depending on the nature and seriousness of the offense.