



# Centennial Recreation Senior Center

## Code of Conduct

*This policy applies to all Senior Center program areas during hours of operation.*

### **Policy**

The Senior Center is a drop-in recreation facility for adults 50 years and older, who **do not require** one on one care. *Caretakers may be required in some situations.*

### **In order to maintain a positive, peaceful and welcoming environment , we require all participants and visitors to observe the following:**

- Treat staff, volunteers and other participants with kindness, courtesy and respect.
- Abide by posted rules and follow staff direction at all times.
- Respect the privacy of others.
- Treat facility property and equipment with respect.
- Keep personal items with you at all times. The Senior Center is not responsible for unattended items.
- All participants are responsible for their decisions and actions and must independently maintain bodily functions and proper hygiene.
- Follow all applicable Federal, State and local laws and public health orders.

### **The following is prohibited:**

- Acts of discrimination based on any of the following protected characteristics: race, color, religion, sex, gender, gender identity, gender expression, sexual orientation, marital status, medical condition, military or veteran status, national origin, ancestry, disability genetic information, age.
- Verbal, physical, or visual harassment.
- Any inappropriate or unsafe behavior that creates a disturbance or interferes with participants, guests, volunteers or staff's ability to do their job.
- Any conduct that endangers life, safety, health and well being of others.
- Smoking inside the building and parking lot or within 50 feet of the building.
- Sexual misconduct such as indecent exposure, touching, or harassing participants, guests, volunteers and staff; sexual acts of any type.
- Promotion of or engaging in any illegal activities.
- Disruptive outbursts such as the use of loud, abusive, profane or threatening language. Threatening or harassing behavior toward or around others. Making threatening gestures, which include staring at an individual, unwanted touching, or any behavior that could constitute assault.
- Damaging City of Morgan Hill property.
- Animals are not allowed in the Senior Center, with the exception of service animals, as defined by the Americans with Disabilities Act.

- Individuals exhibiting signs of illness, poor personal hygiene, or other conditions that may pose a health risk to others may be asked to leave the Center until the condition is remedied.
- Loitering, laundering, or preparing food in public restrooms. Shaving, showering, or bathing in restrooms is also prohibited.
- Improper attire. Shoes, shirts, and bottoms must be worn at all times.

## **Consequences:**

Occurrences and Potential Consequences				
Incident	First	Second	Third	Fourth & Subsequent
<b><u>Minor</u></b> May include: <ul style="list-style-type: none"> <li>• Non-injurious events</li> <li>• Disruptive behavior</li> <li>• Making unreasonable demands for service</li> </ul>	Verbal Warning	Notice that subsequent occurrence may result in suspension.	Notice of: <ol style="list-style-type: none"> <li>1. Temporary suspension with duration</li> <li>2. Warning that subsequent occurrence may result in additional suspension, and even permanent suspension.</li> </ol>	Notice of suspension specifying temporary or permanent.
<b><u>Moderate</u></b> May include: <ul style="list-style-type: none"> <li>• Disrespectful or offensive conduct</li> <li>• Harassment or intimidation</li> <li>• Demonstrating intent to deface or damage property, facility or equipment</li> <li>• Displacing or removing property or equipment without permission</li> </ul>	Notice that subsequent occurrence may result in suspension.	Notice of: <ol style="list-style-type: none"> <li>1. Temporary suspension with duration</li> <li>2. Warning that subsequent occurrence may result in additional suspension, and even permanent suspension.</li> </ol>	Notice of suspension specifying temporary or permanent.	Permanent suspension from facility and Morgan Hill SNP site and potentially other SNP Sites.
<b><u>Severe</u></b> May include: <ul style="list-style-type: none"> <li>• Demonstrating intent to harm others</li> <li>• Actions resulting in physical harm or injury</li> <li>• Actions resulting damage of property, facilities, or equipment</li> <li>• Violations of local, state or federal law</li> </ul>	Permanent suspension from facility and Morgan Hill SNP site and potentially other SNP Sites.  Reporting to police and/or other agencies	N/A	N/A	N/A