

CODE OF CONDUCT

The Louis S. Wolk JCC of Greater Rochester is committed to providing a safe and welcoming environment for all members, visitors and staff. To promote safety and comfort for all, we ask individuals to act appropriately at all times when they are in our facility or participating in our programs and abide by the following policies:

All persons shall enter the JCC in an authorized manner by scanning in at Member Services desk. Guests and visitors will be asked for additional information, including proof of identification, on initial visit.

Children under 12 must be accompanied at all times by a parent/guardian when not attending a supervised program. Some exceptions may apply. If you are unsure, please check with the staff.

Any expression of discrimination, based on actual or perceived: race (including traits historically associated with race, such as hair texture and protective hairstyles), color, creed, religion (including wearing attire, clothing or facial hair in accordance with the tenets of religion), sex (including pregnancy, childbirth or related medical conditions and transgender status), gender identity or expression, an employee's or dependent's reproductive health decisions, familial status, national origin, physical or mental disability (including gender dysphoria and being a certified medical marijuana patient), genetic information (including predisposing genetic characteristics), age (18 and over), veteran status, military status, sexual orientation, marital status, certain arrest or conviction records, domestic violence victim status, and any other status protected by law.

Any demonstration of sexual harassment, including sexually suggestive language or touching, leering, staring or watching, and invading personal space or stalking (including on social media), will not be tolerated.

Fighting or physical threats, taunting or bullying, and the use of loud, disruptive, vulgar, hateful or abusive language are prohibited.

All people using the JCC are expected to adhere to the posted schedules for usage of all our facilities including the gym, public areas, pools, fitness center, etc.

To protect privacy, the use of any device with the ability to take photographs or video is only permitted in the locker rooms when you are directly in front of your locker or in the spa lounge area.

Members and visitors may not use or possess illegal substances on JCC property, in JCC vehicles or JCC sponsored programs or loiter on our property.

Members and visitors may not carry or conceal any weapons, devices or objects that may be perceived as weapons.

The JCC and its property are smoke-free environments; smoking and vaping is not permitted in or outside the JCC.

Prior approval is required for photography and videography, or to post or distribute any written material in the building. Solicitation is not permitted.

Any suspicious or inappropriate behaviors shall be reported to the JCC Staff. Members and guests should not hesitate to notify staff if assistance is needed.

Packages or bags shall not be left unattended at any time. People shall report any unattended packages to the JCC Staff.

The JCC, through its Chief Executive Director, Safety Director, Manager on Duty, and Membership Team reserves the right to remove from the premises any individual acting in an inappropriate manner and further reserves the right for further disciplinary actions including, but not limited to, the cancellation of membership.

I have read and understand the JCC's Code of Conduct above. I agree to abide by the rules described and understand that I may be subject to disciplinary action if I violate any of the rules.

Name: _____

Signature: _____

Date: _____