



Code of Conduct

All members, guests, and staff are expected to uphold the JCC's values:

**Community • Welcoming + Belonging • Compassion
Honor + Respect • Striving to be Your Best Self**

Zero Tolerance for Harassment, Bullying or Abuse

Every member, guest, and staff has the right to feel safe, welcome, and respected. Harassment, intimidation, abuse, threats, discriminatory remarks, and sexually inappropriate behavior or language will not be tolerated.

Additional Prohibited Behaviors Include:

- Any and all photography, video, or audio recording inside spa/locker rooms or rest rooms.
- Photography, video, or audio recording of others anywhere on the JCC Campus without express permission.
- Smoking or vaping anywhere on the JCC Campus.
- Theft, vandalism, or loitering that causes annoyance or alarm.
- Entry into spa facilities without an active spa membership for each individual.
- Carrying or concealing weapons or dangerous objects.
- Using or possessing narcotics, illegal drugs, or alcohol (excluding JCC-sponsored events)

Parents/Guardians with children of the opposite sex over the age of 3 must use the Family Locker Room.

Violation of these standards subjects you to disciplinary action, up to and including suspension or immediate termination of membership privileges without refund. Thank you for helping us maintain a community that is safe, respectful, and inclusive for all.