



## Code of Conduct

Part of the Pride Center of Staten Island's mission is to create a safe and welcoming space for our community. This code of conduct helps us realize that mission and fosters interpersonal respect. The Pride Center staff is responsible for maintaining a safe and welcoming space. Their instructions are to be followed at all times.

All people at the Center will conduct themselves in a manner that encourages and promotes the dignity and respect of each and every center patron, staff member, intern, consultant, and volunteer. The Pride Center cultivates a **safe, welcoming, inclusive, and life-affirming space**. Behavior or language that infringes upon these values will not be tolerated. This is inclusive of both Center programs and any programs or events where the Center is being rented for use.

### Prohibited behaviors include but are not limited to:

- **Loud, disruptive speech or actions.** This also includes playing music and/or media loudly in the space.
- **Sleeping.** The Pride Center is unable to function as a shelter. If you are in need of a safe place to sleep, please speak to a staff person for resources.
- **Play fighting,** sneaking up on people, or playing other pranks.
- **Vandalism** – writing on, drawing on, or breaking something that does not belong to you.
- **Discriminatory remarks, comments, or jokes** – anything that could be interpreted as racist, sexist, homophobic, transphobic, xenophobia, religiophobic, or discriminatory toward another person or group.
- **Using property or space of the Pride Center of Staten Island without asking** permission first (ex: Using the kitchen, staff office space, or other rooms not designated for a specific programming or using Center telephones, computers, food, etc. without asking)
- **Harassment, bullying, verbal abuse, threats of violence, violence, fighting,** or any similar action.
- **“Outing,”** or threatening to “out” (Outing means exposing other’s sexuality, gender identity, or health status) **or sharing any other private information.** This includes both at the Center and outside of the Center. People’s private information is their choice to let others know, not yours.
- **Unwanted touching,** exposing your genitals, touching another individual’s genitals (over or under clothing) or making sexual gestures or comments. It is important to respect everyone’s personal space and always get consent before physically touching someone.
- **Theft / Stealing** from the Center or other Center participants.
- **Sexual activity** – The Center is a sex positive place. We encourage you to take advantage of the many programs that will empower you to make positive and empowered decisions around your sexual health.

Engaging in actual sexual activity in this space can inhibit others’ feelings of safety and can complicate

relationship dynamics in ways that are private and *not* appropriate for the Center's public space.

- **Possession, use, transfer, or sale of illegal or restricted substances** or engagement in other criminal activity. Additionally, the Center is a non-smoking facility, including vaping/e-cigarettes.
- **Intoxication.** Being high or drunk at the Center is not permitted. Even if you are at a Center event that permits alcohol, being intoxicated to the point of disruptive and unsafe actions occurring is not allowed. It creates an unsafe environment for the intoxicated individual and all other people attending the Center.

Additionally, **The Youth Program is a sober space.** Even if you are 21+, if you are participating in the youth program, you cannot be under the influence of drugs, alcohol, or other substances.

*Note: If you use a medication or have a medical or psychological condition that affects you in a way that could be misunderstood as that of an intoxicated person, please let someone on staff know so we can make accommodations to help you.*

Please note: Certain programs require individual registration and may have additional guidelines, which will be provided to you upon registration into those programs.

Corrective Action for Violation of Code of Conduct

If a violation of the Code of Conduct occurs, you may be required to discuss the incident with staff and be requested to attend individualized services within or outside of the Center before returning to programming. Repeated or intensive violations of the Code of Conduct may result in a short or long-term restriction from attending programs at the discretion of the Executive Director (for example: physical altercation, theft, or illegal activity).

I, (please print your legal name here) \_\_\_\_\_, **have read and understand the Code of Conduct for the Pride Center of Staten Island, and I agree to the terms as a condition of utilizing the facility.**

\_\_\_\_\_  
**Signature**  
(please sign your legal name here)

\_\_\_\_\_  
**Date**

Witness Name (STAFF): \_\_\_\_\_

Witness Signature: \_\_\_\_\_

\_\_\_\_\_  
Date