



Jay Community Center – Code of Conduct

Effective Date: September 28, 2017

Revised: September 11, 2018

The Jay Community Center is committed to strengthening the health and social interaction of our community's families through sports, recreation, and fitness. Individuals are asked to act appropriately at all times when in JCC's facility or participating in JCC programs.

Patrons utilizing JCC are expected to act maturely and to respect the rights and dignity of others.

The Jay Community Center Code of Conduct outlines prohibited action, but the actions listed below are not all-inclusive list of behaviors considered inappropriate for our facilities or programs.

- Any displays of disrespect toward our staff/facility.
- Using or possessing alcohol or illegal chemicals on JCC property, in JCC vehicles, or at the JCC-sponsored programs.
- Using or possessing tobacco on JCC property
- Carrying or concealing a weapon or any device or object that may be used as a weapon.
- Harassment or intimidation by words, gestures, body language, or any type of menacing behavior.
- Physical contact with another person in an angry, aggressive or threatening way.
- Verbally abusive behavior, including angry or vulgar language, swearing, name-calling or shouting.
- Sexually explicit conversation or behavior, any sexual contact with another person.
- Inappropriate, immodest or sexually revealing attire.
- Theft or behavior that results in the destruction or loss of property.
- Loitering within or on the grounds of the JCC.

In addition, the Jay Community Center reserves the right to deny access to any person who has been accused or convicted of any crime involving sexual abuse, is or has been a registered sex offender, has ever been convicted of any offense relating use, sale, possession, or transportation of narcotics or habit forming and/or dangerous drugs or chemicals, narcotics, or intoxicating beverages.

Members and guests are encouraged to take responsibility for their personal comfort and safety by asking any person whose behavior threatens their comfort to refrain from such behavior. Anyone who feels uncomfortable in confronting a person directly should report the behavior to a staff person on duty.

Members and guests should not hesitate to notify a staff member if assistance is needed.

If a violation of the Jay Community Center Code of Conduct has been determined to occur by the discretion of the appropriate JCC staff person, the outlined process will be followed:

- A verbal warning for the first offense.
- A written warning will be given for continued misconduct.
- Multiple offenses or extreme misconduct will result in suspension from the JCC.
- Immediate dismissal from the JCC can/will occur based on severity of offense.

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