

WATERFORD ASSOCIATION, INC.

CODE OF CONDUCT

Waterford Association Incorporated has a **ZERO TOLERANCE POLICY** for inappropriate behavior which may take the form of:

- Racism,
- Sexism,
- Any and ALL harassment, bullying, discrimination,
- Abuse (physical or verbal),
- Intolerance of a person's religion, gender identity, race, or sexual orientation,
- Rude, offensive or obscene language, gestures or actions
- Behaving in a way that disturbs the enjoyment of the Association's property for other people, and
- Any other actions deemed to be intentionally hurtful, harmful, threatening or inappropriate.

The WAI Board aims to enforce the right for all WAI members to enjoy an environment that is safe and without risks to health (mental and physical), violence, and aggression. **All members of the Association shall be bound by this Code of Conduct and will certify annually at the time of membership renewal.**

MEMBERS HAVE THE RIGHT TO:

1. Be treated fairly, equally and with respect by the Association, its Board of Directors and other members.
2. Socialize in an environment free from all forms of harassment, bullying, and discrimination.
3. Privacy and confidentiality concerning records, documentation and any other communication containing a member's personal information, unless consent is otherwise provided.
4. Be informed and actively involved in all Association events and offerings.
5. Respectively voice their opinions, requirements and suggestions to the Board of Directors and other Members without fear of reprisal or derogatory comments.

MEMBERS MUST:

1. Show respect and treat other members, guests, employees and patrons fairly, equally and with respect and courtesy.
2. Always show respect for the volunteers who give their time to help the Association.
3. Never yell, taunt, or threaten physical violence upon another Member of the Association, a volunteer, a member's guest, or employee of WAI.
4. Behave responsibly and ensure they conduct themselves in a manner which will not injure the reputation of the Association, its events, organizers, participants or sponsors.
5. Not physically or verbally harass, abuse, or bully others.
6. Never use abusive, rude, offensive, obscene or vulgar language or gestures, or make racial, sexual orientation, ethnic, gender identity, or gender-related slurs or derogatory comments.
7. Never make unwanted sexual or physical contact with other members [Members found to be listed on a sex offender registry, convicted of a sex crime, or caught having, creating, or distributing child pornography will be immediately barred from membership and all participation in Association activities].
8. Report any inappropriate behavior to a member of the Board of Directors of the Association for action and follow-up.
9. Abide by and uphold the Association's Code of Conduct and other adopted rules and regulations and Association policies.
10. Notify the Association's Board of Directors of any changes to address or contact information via board@pleasurebeachct.org.

CLICK HERE FOR THE COMPLETE CODE OF CONDUCT INCLUDING THE COMPLAINT PROCEDURE