

# Uncommon Collective Participant Code of Conduct



Uncommon Collective is a welcoming social community where adults with disabilities can build friendships, explore interests, and enjoy meaningful shared experiences.

To ensure that everyone feels safe, respected, and included, all participants must read and agree to follow these community guidelines:

## **A. Respect Others**

Participants agree to treat fellow members, staff, volunteers, and community partners with kindness and respect.

This includes:

- Using respectful language
- Listening when others are speaking
- Respecting personal space and boundaries
- Being welcoming to people with different backgrounds and abilities

Bullying, harassment, discrimination, or intentionally hurtful behavior will not be tolerated.

## **B. Follow Staff Guidance**

For everyone's safety and enjoyment, participants agree to follow directions and guidance from Uncommon Collective staff and volunteers during events and activities.

Staff may provide instructions related to:

- Safety
- Group activities
- Transportation
- Behavior expectations in public spaces

Participants are expected to cooperate with staff instructions.

## C. Respect Personal Boundaries

Participants must respect the physical and emotional boundaries of others.

This includes:

- Asking before touching or hugging someone
- Respecting when someone says “no” or asks for space
- Avoiding unwanted attention or persistent behavior toward another participant

Everyone has the right to feel comfortable and safe at events.

## D. Support a Positive Community

Uncommon Collective is a community built on encouragement and belonging.

Participants are encouraged to:

- Be kind and supportive toward others
- Include others in conversations and activities
- Celebrate differences
- Help create a welcoming atmosphere

## E. Take Responsibility for Personal Needs

Participants must be able to manage their own personal care needs while attending events or be accompanied by a caregiver.

Please note:

- Uncommon Collective staff **cannot provide personal care assistance** (such as toileting or hygiene support).
- Participants must **self-administer their own medications** if needed during events.
- Participants who require **1:1 supervision or personal support** are welcome, but must attend with their own support person.

## F. Safety Expectations

To help keep everyone safe, participants agree to:

- Stay with the group unless given permission by staff
- Inform staff before leaving an event early
- Follow safety guidelines at venues and community locations

## **No Smoking, Vaping, Alcohol, or Drug Use**

To maintain a safe and healthy environment for all participants, smoking, vaping, alcohol use, and the use of drugs are not permitted during Uncommon Collective programs or events.

Participants agree to:

- Not smoke or vape during events or activities
- Not bring alcohol or illegal drugs to events
- Not attend events while under the influence of alcohol or drugs

If a participant needs to use tobacco or nicotine products, they may do so **before or after the event**, but not during scheduled program time.

## **No Dangerous or Prohibited Items**

For the safety of all members, participants may not bring dangerous items to Uncommon Collective events.

Prohibited items include, but are not limited to:

- Weapons of any kind (including guns or knives)
- Matches, lighters, or other fire-starting materials
- Fireworks or explosives
- Any object that could reasonably pose a safety risk to others

If staff become aware of a dangerous item, they may ask the participant to **secure the item off-site or remove it from the event**.

## **G. Technology and Social Media**

Participants are welcome to bring personal devices to events. However, participants agree to:

- Respect others' privacy when taking photos or videos
- Not post photos of other participants without permission
- Use devices in a way that does not disrupt activities or social interaction

## H. Addressing Concerns

If a participant has a concern or feels uncomfortable at an event, they are encouraged to speak with a staff member.

Uncommon Collective staff are committed to helping resolve concerns respectfully and fairly.

## I. Remedies

Uncommon Collective reserves the right to determine, in its sole discretion, that a participant is not able to attend individual events or to participate in Uncommon Collective programs. In addition, if a participant's behavior repeatedly disrupts the safety or wellbeing of others, Uncommon Collective may take steps such as:

- Providing reminders or guidance about expectations
- Discussing support strategies with the participant and/or caregivers
- Creation of a behavior support plan
- Requiring additional supervision
- Limiting participation in certain events
- Suspending or ending participation if necessary for community safety

Our goal is always **support, inclusion, and success for every member whenever possible.**