



Code of Conduct

Patty's Place is a non-profit organization empowering individuals with intellectual and developmental disabilities and their families to achieve their highest potential through advocacy, education and quality services. Participation in the organization's programs is subject to the observance of the organization's rules and procedures. ***The activities outlined below are strictly prohibited.*** Any participant, board member, parent, or guardian who violates this Code is subject to discipline, up to and including removal from the program.

- Abusive language towards a member, board member, volunteer or another participant.
- Possession or use of alcoholic beverages or illegal drugs or reporting to the program while under the influence of drugs or alcohol.
- Bringing into Patty's Place events or meeting dangerous or unauthorized materials such as explosives, firearms, weapons or other similar items.
- Discourtesy or rudeness to a fellow participant, board member or volunteer.
- Verbal, physical or visual harassment of another participant, board member or volunteer.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health or well-being of others.
- Failure to follow any agency policy or procedure.
- Bullying or taking unfair advantage of any participant.
- Failing to cooperate with an adult supervisor/leader/mentor.
- There will be zero tolerance for members inciting violence, bullying, cursing or taking unfair advantage of any participant of any kind online or in person.
- A member may bring a complaint against another member in writing submitted to the President. The complaint shall present evidence to substantiate the accusations.