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# COMMUNITY CODE OF RESPECT AND UNDERSTANDING

At our community, we cherish the well-being and happiness of every member, including our dedicated staff and volunteers. Our Community Code of Respect and Understanding policy outlines our expectations for conduct and the steps we take to address incidents of harassment, inappropriate behavior, or any actions that may harm the harmonious environment we strive to create.

## **Our Stance Against Harassment and Inappropriate Behavior:**

We are committed to maintaining a safe, inclusive, and nurturing community where everyone can feel valued and respected. Harassment, discrimination, yelling, screaming, or any form of inappropriate behavior towards staff, volunteers, or fellow members will not be tolerated under any circumstances.

## **Conflict Resolution Procedure**

### **Reporting Incidents:**

- If you witness or experience any behavior that violates our policy, we strongly encourage you to report it immediately. Our community is built on trust and support, and we want to assure you that your concerns will be treated with the utmost care and confidentiality.

### **Investigation and Response:**

- Upon receiving a report, we will conduct a thorough investigation, taking all necessary steps to understand the situation from all perspectives. Our approach is guided by empathy and fairness, ensuring a supportive environment for everyone involved.
- Appropriate actions will be taken to address the situation, ensuring the safety and well-being of everyone involved.

### **Warning and Support Termination:**

- In situations where a member escalates their behavior despite reminders and warnings, we may need to issue a final warning.
- If the behavior continues, we may need to terminate or suspend supports, services, or participation.
- Our priority is to maintain a safe and respectful environment for our community, staff, and volunteers.

### **Reporting and Documentation:**

- Staff and volunteers are required to promptly report incidents of member harassment or violence to their supervisor or designated contact person.
- We take every incident seriously, and detailed documentation is essential to maintain transparency and address any recurring patterns of behavior effectively.

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## **Investigation and Response:**

- The organization conducts thorough and impartial investigations of reported incidents, maintaining confidentiality.
- Appropriate disciplinary measures are taken, considering the severity and frequency of the behavior, to address and prevent further incidents.

## **Support and Follow-up:**

- We are committed to supporting staff, volunteers, and members affected by incidents. Our community is a place of compassion and understanding, and we are dedicated to providing the necessary support to ensure a safe and respectful environment for everyone.
- Members involved in incidents receive information about behavior expectations and potential consequences to ensure a safe and respectful environment.

By upholding our Community Code of Respect and Understanding policy, we collectively contribute to a positive and empathetic community. Let us work together to create an atmosphere where everyone feels heard, respected, and appreciated.

In practicing kindness and consideration towards one another, we can build a vibrant and caring community that celebrates diversity and encourages personal growth for all its members, staff, and volunteers.