

Code of Conduct

The Mandel JCC is committed to providing a SAFE and WELCOMING environment for all members, guests and staff. To promote safety and comfort for all, we expect individuals to act appropriately at all times when on our properties, in our facilities or participating in our programs.

The actions listed below, which are not intended to be an all-inclusive list of behaviors, are considered **INAPPROPRIATE** and **PROHIBITED** when on our properties, in our facilities or participating in programming.

- Angry, vulgar or abusive language, including swearing, name-calling and shouting.
- Physical contact with another person in an angry or threatening way.
- Any demonstration of sexual activity or sexual contact with another person.
- Harassment or intimidation by words, images, gestures, body language or menacing behavior.
- Theft.
- Behavior that destroys property.
- Wearing attire that is not appropriate for a family setting, including clothing with offensive/inappropriate language, politics or graphics. Shirts and shoes are required except for in locker rooms and pools.
- Possessing, carrying, storing or transporting any weapon (as defined by the Ohio Revised Code) on Mandel JCC property is strictly prohibited.
- Smoking, including vapes.
- Use or possession of illegal substances, including in Mandel JCC vehicles.
- Aiding or abetting in the unauthorized entrance of any person.
- Unauthorized photography and video.
- Failing to follow agency or department rules.

The Mandel JCC, through its Chief Executive Officer and Board of Trustees, reserves the right to remove from the premises any individual acting in inappropriate manners, and further reserves the rights for additional disciplinary actions, including but not limited to suspension of membership, cancelation of membership or involvement of local law enforcement.