

EBELL CODE OF CONDUCT

The Board of Directors of the Ebell of Los Angeles is committed to providing a safe and welcoming environment for all of our guests, members and employees, an environment that is free of harassment and discrimination. We expect members and guests using the facilities to conduct themselves responsibly, respecting the dignity of others.

To ensure this goal, we ask members and guests to act and communicate appropriately at all times while on the grounds, in the parking lots and when using telephone and other methods of communication. Our code of conduct does not permit language or actions that can demean or show disrespect to another person. Specifically this includes but is not limited to:

Discrimination and harassment based on sex, pregnancy, appearance, medical condition, race, gender, sexual orientation, religion, national origin of ancestry, marital status, political party, veterans status, physical disability, mental disability.

- Angry or vulgar language, including shouting, name calling, or swearing
- Physical contact with another person in an angry or threatening way
- Harassment or intimidation by words, gestures, body language, or other menacing behavior
- Behavior that intends or results in the destruction of property

Members will be responsible for their own and their guests' conduct.

A member who has witnessed or was part of an incident or has issues or concerns regarding the items listed above involving employees and/or club members should provide in writing, a detailed description of the situation to the President. All reported incidents will be investigated in a speedy manner and, to the extent possible, confidentially. After a review of all facts and if the Board has determined that a member has broken this Code of Conduct, effective action will be taken appropriate to the circumstances up to and including a written reprimand, a fine, censure or suspension or revocation of membership.

In conjunction with the mission of the Ebell and the goal of having a unified and caring Ebell community, the Board encourages everyone to live up to the values of compassion, friendship and good manners which are central to this Code of Conduct.

