

CODE OF CONDUCT

Welcome to Iranian **Federated Women's Club/Payvand**. We are an organization that strives to create an environment where all people feel welcome, comfortable, and secure. Therefore, we have adopted the following codes of conduct that applies to everyone in our facilities.

Individuals are expected to:

- Uphold the FEDERATED WOMEN'S CLUB/PAYVAND core values of caring, honesty, respect, and responsibility
- Follow facility usage and safety rules
- Maintain an atmosphere free of derogatory or unwelcome comments, conduct, or actions
- Maintain an atmosphere free of negative behavior focused on another's sex, race, ethnicity, religion, age, disability, sexual orientation, or any other legally protected status
- Be respectful and cooperative with Iranian Federated Women's Club/Payvand staff and fellow participants

The following are not acceptable in International Performin Art Center/Iranian Federated Women's Club/Payvand facilities and programs:

- Abusive, harassing, intimidating or obscene language or gestures
- Threats of harm, physical aggression or violent acts
- Anything visible that conveys a message of hate, exclusion, intimidation, threat or violence, including (but not limited to) clothing, signs, symbols, jewelry, or tattoos
- Weapons of any kind
- Smoking
- Damaging or defacing Iranian Federated Women's Club/Payvand property
- Possession, sale, use, or being under the influence of alcohol or other controlled substances
- Offensive or unlawful conduct

Protection of members, especially children, is an essential value Iranian Federated Women's Club/Payvand. Where membership is contrary to that value, the Iranian Federated Women's Club/Payvand reserves the right to deny access or membership to any person, including one who has been charged with or convicted of any crime involving violence or sexual abuse or who is required by law to register as a sex offender.

Failure to follow this code of conduct will result in disciplinary actions, which may include immediate eviction from the premises, loss of privileges, and suspension or termination of membership. The Iranian Federated Women's Club/Payvand may contact security, police, or other authorities for assistance or to take appropriate legal action.

We encourage individuals who experience or observe inappropriate conduct to promptly report their concerns to Iranian Federated Women's Club/Payvand staff. We will make every effort to ensure that reports are investigated and resolved promptly and effectively.

Membership Signature

Print Name

Date