

CODE OF CONDUCT

THE MNJCC IS BUILT ON A STRONG FOUNDATION OF COMMUNITY SERVICE AND TRUST. WE PROVIDE PROGRAMMING IN A SAFE AND WELCOMING ENVIRONMENT WHERE EVERYONE IS ENTITLED TO FEEL THAT THEY BELONG, AND WHERE ALL MEMBERS, GUESTS, VOLUNTEERS AND STAFF ARE TREATED WITH DIGNITY AND RESPECT AT ALL TIMES. TO HELP MAINTAIN THIS ENVIRONMENT, WE EXPECT THAT EVERYONE WHO USES OUR FACILITY, OR PARTICIPATES IN OUR PROGRAMS, OBSERVES THIS CODE OF CONDUCT.

RESPECT FOR EACH OTHER

- We comply with the Ontario Human Rights Code, which gives everyone equal rights and opportunities without discrimination and prohibits sexual harassment. We are also subject to the Ontario Occupational Health and Safety Act, which protects staff from harassment and violence in their workplace. Please respect the rights and dignity of others.
- Any expression of discrimination, based on religion, race, colour, disability, sexual orientation, age, gender identity or gender expression, will not be tolerated.
- Any demonstration of sexual harassment, including sexually suggestive language or touching, leering, staring or watching, and invading personal space or stalking (including on social media), will not be tolerated.
- Fighting or physical threats, taunting or bullying, and the use of loud, disruptive, vulgar, hateful or abusive language are prohibited.
- To protect privacy, the use of any device with the ability to take photographs or video is not permitted in the washroom/change rooms.

CONSIDERATION FOR OUR FACILITY

- Users of the facility must follow all emergency procedures, including fire drills and evacuations. Tampering with fire alarms is strictly prohibited.
- Do not leave personal items unattended and please report any unattended bags or packages to the staff. MNjcc is not responsible for theft, loss or damage to personal property.
- All members and guests must adhere to the specific policies for using or renting the facility. Please help us keep the MNjcc clean and tidy.
- Service animals are welcome. No other animals are allowed in the building.
- Bicycles, skateboards, inline skates and scooters are not permitted in the building unless they assist with mobility.
- Prior approval is required for photography and videography, or to post or distribute any written material in the building. Solicitation is not permitted.

RESPONSIBLE USE OF THE CENTRE

The MNjcc is a shared space for people of all ages and abilities, including children. Help us keep everyone safe by using the centre responsibly.

- All security card holders must scan their card to unlock doors and may not hold locked doors open for anyone. Fitness Centre members are required to scan their membership card every visit at the designated check-in desk. If Fitness members do not have their membership card, they must check in with staff at the Information Desk. Guests and visitors must always check in at the Information Desk.
- Children under 12 must be accompanied at all times by a parent/guardian when not attending a supervised program. Some exceptions may apply. If you are unsure, please check with the staff.
- Ontario law prohibits smoking and vaping, including cannabis, in our facility and within 20 metres of our grounds
- The consumption of alcohol (unless approved for a special event) is not permitted in our facility. The consumption of recreational cannabis in our facility is not permitted.
- Medication and cannabis (including edibles) may only be brought into the building if they are secured in childproof containers.
- If you are handling prescription drugs, please be extremely careful to protect children and others in the building from any inadvertent contact with your medication.
- Please observe the digital and posted schedules (including closing times) for the use of all facilities.
- Appropriate clothing for activities is required. Shirts and shoes must be worn at all times (except in the aquatic centre). Policies specific to Group Exercise are provided at www.mnjcc.org
- MNjcc fitness and other staff are not qualified or permitted to provide personal care or support (e.g. helping people into and out of the pool).
- WiFi is offered as a free service. The Terms and Conditions for appropriate use must be followed.