

CODE OF CONDUCT

PRISM™

Updated: September 6, 2024

Prism is a community-based organization dedicated to providing a support network and virtual sanctuary for individuals within the LGBTQ+ community, where members of these communities and their allies can socialize and congregate in safe, affirming environments. Participation in the organization's programs is subject to the observance of the organization's rules and procedures. Any participant who violates this Code is subject to discipline, up to and including removal from any and all parts of PRISM's programs or activities.

Behavior Guidelines for participating in Prism hosted activities / programming:

- Be responsible for your words and actions.
- Be respectful of others.
- Follow directions from designated individuals¹.

The activities outlined below are strictly prohibited. This is not an exhaustive list and is subject to change - Prism solely holds the right to determine what is a prohibited activity.

- Abusive language towards a staff member, volunteer, or another participant.
- Underage possession or use of alcoholic beverages, tobacco, or marijuana, on Prism property (rented, or otherwise) as determined by any local, state, or Federal laws applying to the location.
- Any possession or use of illegal drugs on Prism property (rented, or otherwise) as determined by any local, state, or Federal laws applying to the location.
- Storage of alcohol in the 'meetup house' outside of a designated storage location, pre-arranged by Prism.
- Consumption of alcohol outside of Prism sanctioned location(s) or times, to be set by Prism at will.
- Disruptive or disorderly conduct due to the influence of drugs or alcohol.
- Bringing onto Prism's property (rented, or otherwise) dangerous or unauthorized materials such as explosives, firearms, weapons, or other similar items.
- Verbal, physical, or visual abuse or harassment of another participant, staff member, or volunteer.
- Physical harm to oneself or others.
- Actual or threatened violence toward any individual or group.
- Conduct endangering the life, safety, health, or well-being of self or others.

¹ As designated by the Board of Directors

- Failure to follow any policy or procedure, as designated by Prism, the property, or otherwise.
- Bullying or taking unfair advantage of any participant.
- Failing to cooperate with a designated supervisor/leader or Board Member.

The following information, in addition to the prohibited activities outlined above, is part of the Code of Conduct for Meetups hosted by Prism:

Designated individuals of Prism use discipline as a learning opportunity for Meetup attendees and try to integrate problem-solving skills into the discussion. Here are the steps that may be taken to address the activity:

- Discussions between attendee and designated individuals of Prism.
- Restrict participation of the attendee temporarily, or otherwise.
- Removal from activity.

PLEASE NOTE: The Board / designated staff retains the right to take immediate action if the attendees' behavior poses a threat to their own safety or the safety of other attendees. Participants will be responsible for all costs associated with any early departure (i.e. cab, airport fees, etc). In addition, if there is a need to involve local authorities or medical professionals, Prism will not be responsible for any associated costs. There will be no refund of any amount for individuals who are sent home because of behavior problems.

The following behaviors will likely result in dismissal from the Meetup:

- Not abiding by policies or any behaviors that are disruptive to the mission and values of the Meetup & failure to comply with any local, state, or federal laws.
- Failure to respond to designated staff / Board members.

By signing below, I have read and I understand Prism's Code of Conduct. I agree to abide by the rules described above and understand that I may be removed as a participant if I violate any of these rules.

Signature _____

Print Name _____

Date _____

Parent (if applicable) _____

Print Name _____

Date _____