



Code of Conduct

The Code of Conduct outlines the professional and ethical behavior expected from employees at The Gathering Place in their interactions with Guests.

Staff/Volunteers Will:

1. Maintain the best interests of the Guests as their primary goal.
2. Protect the privacy and confidentiality of Guests at all times, unless otherwise required by law.
3. Acknowledge the power inherent in their position and strive to minimize the impact of the power differential.
4. Be respectful of Guests, fellow employees, and any other person whom they come in contact with during the course of their duties.
5. Carry out professional duties and obligations with integrity, objectivity and equity.
6. Ensure Guests have the necessary information to make informed decisions.
7. Acknowledge that The Gathering Place is a safe place for Guests, be mindful of their presence and treat them with kindness.
8. Be accountable for all interactions with Guests, community members, volunteers and staff.
9. Acknowledge when they are in a situation that they are not skilled or comfortable to handle, and seek support from colleagues or management as needed.
10. Follow The Gathering Place policies and procedures around staff behavior and conduct.

Staff/Volunteers Will Not:

1. Use abusive or discriminatory language.
2. Impose their own personal beliefs/standards upon Guests.
3. Exploit their relationship with a Guest for personal benefit, gain or gratification.
4. Become involved in a Guest's personal life beyond their professional function.
5. Have personal relationships with or accept gifts (except of nominal financial value) and/or services from current or previous Guests.

Signature: _____

Date: _____