

## **Life After Fifty**

### **Responsibilities of Membership and Code of Conduct**

Welcome to ***Life After Fifty (LAF)***. People from many different backgrounds share this environment. LAF adheres to the Human Rights Code which declares that “every person has the right to equal treatment without discrimination because of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, gender identity, sexual orientation, age, marital status, family status, handicap or the receipt of public assistance.”

*All members, staff, and visitors of LAF have the right to be treated with dignity and respect.*

*All members, staff, and visitors of LAF have the responsibility to treat others with dignity and respect.*

To guide staff, members and volunteers in carrying out their responsibilities and duties in a fair and respectful manner, the Board of Directors has adopted the:

#### ***Rotary International “4-Way Test”***

***Is it the truth?***

***Is it fair to all concerned?***

***Will it build goodwill and better friendships?***

***Will it be beneficial to all concerned?***

### **THE FOLLOWING ACTIVITIES ARE NOT PERMITTED ON LIFE AFTER FIFTY PROPERTY:**

- Physically or verbally threatening, harassing or intimidating any person, directly or indirectly, as defined in the Human Rights and Criminal Codes.
- Defacing, damaging, or destroying property in any area belonging to the Agency, its visitors or tenants.
- Possession or consumption of alcohol outside of events or rentals for which a liquor permit has been obtained.
- No smoking or vaping on or within 20 meters of LAF property as required by the Smoke-Free Ontario Act.
- Soliciting, for any purpose, including asking for money, contributions or donations unless such activity has been approved by the Administration or Board of Directors of Life After Fifty.
- Assembling for the purpose of disturbing the public peace or committing any unlawful act at the Agency sites.
- Creating a disturbance which is disruptive or dangerous to others in the recreation or business activities of the Agency.
- Bringing animals on to Agency’s property, with the exception of trained and identified guide dogs and service animals.
- Posting or distribution of non-Life After Fifty flyers or notices without prior approval from the Administration of the Agency.
- Use of any recording devices unless such activity has been approved by the Administration of the Agency.
- Entering the agency without successfully passing the COVID-19 screener.
- Intentional disregard for population health practices put into place by the Administration of the Agency.

***Note:*** *All Code of Conduct Violations will be investigated. Violations will be subject to our progressive discipline process which may result in that individual’s removal from the Agency’s leased or owned properties and/or revocation of his/her membership.*