



# Code of Conduct

**At NSC locations, our goal is to provide a warm, welcoming atmosphere for all. The Code of Conduct outlines NSC's behavioral expectations for everyone who accesses our Centers using guidance from our Mission and Values.**

**Mission:** NSC promotes healthy living and well-being in our community through programs, services, resources, and civic engagement.

**Values:** The following values guide NSC's work as an organization, and informs the actions of individual staff, volunteers, and community members:

**WELCOMING    HOLISTIC    COLLABORATIVE    IMPACTFUL    SAFETY**

Conduct that SUPPORTS NSC Mission and Values	Conduct that DOES NOT SUPPORT NSC Mission and Values
Treating everyone with respect, dignity, kindness, and compassion.	Abusive behavior including verbal or sexual harassment, intimidation, physical violence or other anti-social behavior.
Valuing equity, diversity and inclusion and ensuring access to services to all who need them.	Discrimination based on differences such as age, ancestry, creed, ability, gender identity, national origin, political ideology, race, religion, sexual orientation, military or veteran status, etc.
Expressing yourself in a way verbally or physically that is welcoming and invites collaboration and mutual respect.	Using lewd, profane, disrespectful, or other threatening language or physical expression.
Treating facilities and equipment in a respectful and safe manner.	Destroying or damaging property or removing property without permission.
Promoting teamwork; supporting programs and creating positive impacts on Northshore communities.	Interfering with classes, programs, services, or activities, or participants, members, volunteers or staff.
Actions that promote individual and community health.	Unauthorized use or possession of alcohol, tobacco, or drugs.

All reports of potential violations of the Code of Conduct will be documented in an incident report and investigated. If you suspect or have observed a potential violation of the Code of Conduct or have witnessed unsafe situations or behaviors, please inform any NSC employee or manager as soon as possible.