



CODE OF CONDUCT¹

This Code of Conduct has been developed to ensure a safe, friendly and respectful place for members and users of the Prince Edward Fitness and Aquatic Centre (PEFAC), and its employees.

Definition

Throughout this document, **Members** is defined to include all annual and short term members, all program participants and any other persons who make use of PEFAC facilities or its programs.

Objective

The *objective* of this Code of Conduct is to ensure that all members of PEFAC and our employees are treated with dignity and respect while enjoying the aquatic and fitness facilities, programs or events, and to promote an environment that is free from discrimination harassment, abuse and violence for members and the employees of the facility.

Purpose

The *purpose* of this Code of Conduct is to establish clear and acceptable behavior expectations for the members and employees with a view to attaining this objective. These expectations are set out in the PEFAC Policies, including this Code of Conduct and PEFAC's Violence and Harassment Policy. Everyone is expected to behave in an appropriate manner, consistent with treating others with respect and dignity.

Member Responsibilities

By accepting or continuing membership with PEFAC, every Member is deemed to agree to the following:

- The privileges and rights of each Member are governed by PEFAC Policies, including this Code of Conduct and the terms and conditions identified on member contracts;
- The conduct of each Member is subject to PEFAC Policies, including this Code of Conduct;

Compliance with the Code of Conduct extends to any contractor who is on site at the request of the facility.

¹ The terms and conditions identified on the PEFAC member contracts apply in addition to this code of conduct.

Member Conduct

All Members shall:

- Respect the rights of other members and PEFAC employees;
- Not engage, either directly or through social media or otherwise, in any form of abusive, aggressive, disrespectful, violent or otherwise discourteous behavior towards other members or employees, including sexual, racial, religious or other harassment;
- Respect PEFAC facilities and equipment.

Interaction with PEFAC Management and Employees

Members shall conduct themselves such that:

- They will not instruct PEFAC employees on their duties of job performance;
- PEFAC Management is solely responsible for instructing employees in performance of their duties;
- Members shall not discipline or disrespect staff;
- Members may comment or make suggestions to PEFAC Management regarding concerns about the performance by PEFAC employees of their duties or the operation of the facility, for the betterment of PEFAC.

Violations

Violation of this code of conduct by a member may be considered conduct that is improper or injurious to the interests or good order of PEFAC. PEFAC may limit access to the facility or restrict the activities of members who fail to observe the Code of Conduct.