MISSION: The Billy DeFrank LGBTQ Community Center provides community, leadership, advocacy, services and support to the Silicon Valley’s LGBTQ People and their Allies.

Standards of Conduct

In order to provide a safe and pleasant environment for all who enter these premises, the Billy DeFrank LGBTQ Community Center (the Center) establishes the following code of conduct. At no time shall anyone entering the Center engage in any of the following behaviors:

HARM TO OTHERS
- Physical or verbal threats of any kind
- Harassment, bullying or coercion of any person in any way
- Racial, religious, or ethnic slurs
- Possession of fire arms, knives or any other instrument used as a weapon
- Defacing, damaging or destroying property
- Fighting, annoying others through noisy or boisterous activities, or in any other way creating a disturbance which is disruptive or dangerous to others or the business activities of the Center

SEXUAL MISCONDUCT
- Sexually explicit language or obscene gestures
- Inappropriate or sexually explicit attire
- Nudity

SUBSTANCE ABUSE
- Possession, use, sale or transfer of illegal drugs, marijuana, alcohol, weapons, or contraband note: this includes evidence of use such as smelling or displaying actions that can be determined as caused by prohibited substances
- Intoxication or evidence of use and/or influence of prohibited substances

SOCIAL MEDIA
Volunteers and staff are prohibited from:
  a. Posting intentional attack, even by innuendo, about the people, the quality of programs, events, any of the volunteers, class of volunteers, staff etc. of the Center
  b. Engaging in activities which involve the use of social media which violate other established Center policies and procedures
  c. Putting the Center at reputational risk of the Billy DeFrank brand
MISSION: The Billy DeFrank LGBTQ Community Center provides community, leadership, advocacy, services and support to the Silicon Valley’s LGBTQ People and their Allies.

GENERAL CONDUCT

- Assembling with the purpose of disturbing the public peace
- Running, skating, rollerblading, skateboarding, bicycling, or any conduct which may impede the free flow of pedestrian traffic
- Using Center facilities or property for other than their intended purpose
- Bringing animals onto Center property, not to include officially designated service animals. Service animals must remain with the owner are required to be on leash or in a carrier at all times
- Smoking indoors or closer than 25 feet from entrances
- Use of fire
- Excessive Use of scents including but not limited to perfumes, candles, and incense
- Sleeping on premises or storing overnight equipment.
- Use of visual or audio recording equipment unless such activity has been approved by the Administration and the express permission of the individual(s) being photographed and/or recorded
- Posting or distributing flyers or notices without prior approval from the Center
- Any acts in violation of municipal, county, state or federal law including but not limited to:
  - Soliciting, for any purpose, including asking for money, contributions or donations unless such activity has been approved by the Center
  - Gambling
  - Littering
  - Defacing, damaging, or destroying property.

Failure to comply with these standards may result in the revocation of access to the Center as we reserve the right to refuse service to anyone at any time.

Signed: ___________________________________________ Date __________

Print Name: ___________________________________________