

Code of Ethics

Updated January 13, 2023

The safety of LATITUDE Staff and community members is important to us. Physical, emotional, and mental harm, harassment, and/or discriminatory practices by a DIY User will not be tolerated for any reason. Harassment means any unwelcome conduct on the basis of an individual's actual or perceived race, color, religion, national origin, ancestry, age, sex, marital status, order of protection status, disability, military status, sexual orientation, pregnancy, unfavorable discharge from military service, citizenship status, or work authorization status that has the purpose or effect of substantially interfering with the individual's work performance or creating an intimidating, hostile, or offensive working environment. Harassment is not limited to occurring in the physical location where you perform your job duties. When discussing disabilities, it is important to note that disability status should not be assumed, as not all disabilities are observed visually, and even something that appears to be an obvious disability may not be a disability as defined by law. Discriminatory practices include aggressive language or actions towards communities of color, artists with disabilities, and members of the LGBTQIIA+. Some examples of harm or abuse are: inappropriate or aggressive language conveyed verbally or written, harassment, stalking, unwanted physical contact, unwanted sexual advances of any kind, and physical harm with the use of a weapon. **If a LATITUDE Staff member determines a DIY User is causing harm or abuse to themselves, harassing, or engaging with discriminatory practices LATITUDE Staff, LATITUDE volunteers, and/or fellow DIY Users, LATITUDE Staff reserves the right to remove this DIY user from the space immediately and evaluate the health of the working relationship between LATITUDE and the DIY User prior to future reservation(s) being made. A review process will begin after removal evaluating the safety of staff and community members.** If a Code of Conduct breach occurs, the Board of LATITUDE will be notified and an incident report approved by the Executive will be kept on file. Additional steps, measures, or assessments may be required of a DIY User to regain access to LATITUDE's facilities, services, and programs in the event of any breach of the Code of Conduct.

LATITUDE strives to maintain a safe and friendly environment for everyone within the space. All DIY Users are expected to adhere to this Code of Conduct with respect to the equipment and facilities as well as LATITUDE Staff, LATITUDE volunteers, and all persons within it. All DIY Users have read and understood the LATITUDE DIY User Agreement and agree to be bound by its terms.