

BORP Participant Code of Conduct

BORP requires that all BORP affiliates conduct themselves in a safe and respectful manner to help maintain a fun, inclusive, safe and comfortable environment during all programming, events, and communications related to BORP

All BORP affiliates including, staff, instructors, coaches, participants, personal care attendants, and family and friends of participants must read and adhere to the Code of Conduct.

All participants must:

- Treat each other with respect and consideration. All forms of harassment are prohibited. Harassment is any conduct where a person feels it interferes with work and learning, *or* creates an offensive environment. This includes but is not limited to the following: obscene gestures, physical contact, use of profanity, display or circulation of written materials or pictures derogatory to gender, race, color, religion, creed, sexual orientation, national origin, ancestry, age, disability, political beliefs, appearance, or ethnicity.
- Abuse or neglect of any type will not be tolerated and is cause for immediate dismissal. Abuse includes physical, sexual, verbal, or psychological harassment.
- Show respect and care for other BORP participants, staff, and volunteers, BORP equipment/property, and others' personal property.
- Not be under the influence of any non-medicinal substance that impairs their ability to safely participate in program activities.
- Respect the rules and regulations of any facility or establishment where any BORP programming takes place
- Be responsible for all personal effects including valuables and medications. BORP is not responsible for any personal effects.
- Maintain ultimate responsibility for their own health and disability needs, as well as their general well-being.

Failure to comply with the expectations and requirements established in

this document may result in disciplinary action, up to and including short-term or long-term dismissal from BORP Programs and Events.