



A safe place for young adults with special challenges to grow and learn in friendship and love.

Code of Conduct

Meghan's Place, Inc. prides itself in being a high-quality, safe setting for young adults with disabilities. The primary purpose of this Code of Conduct is to establish a high standard of member behavior which will ensure the safety and well-being of all members. All individuals are expected to abide by the Code of Conduct and standards of behavior as established by Meghan's Place, Inc. While attending, representing or participating in activities sponsored by Meghan's Place, including transportation to and from activities, all individuals will obey the Code of Conduct.

I will be respectful.

I will use appropriate language (not swear or say mean things about other persons).

I will obey all laws and Meghan's Place rules.

I will make every effort to interact appropriately with other members, volunteers and staff (use a calm voice, good touch).

I will not make inappropriate or unwanted physical, verbal or sexual advances toward others.

I will not drink alcohol, smoke or take illegal drugs while at or when representing Meghan's Place.

I will not bring any harmful weapons to any Meghan's Place activity.

I understand that it is a privilege to be a member of Meghan's Place, Inc. and not a right. I also understand that if I do not obey this Code of Conduct, I may not be able to continue membership.

Disciplinary Actions for Not Following the Code of Conduct

The following progressive disciplinary actions may be taken by Meghan's Place staff. Depending upon the nature of the incident, any actions may be bypassed in the disciplinary process. Physical aggression toward another member, volunteer or staff will result in accelerated disciplinary action. An Incident Report Form should be completed and kept on file for any member or volunteer with whom there are ongoing behavioral or safety concerns, and must be completed immediately if it is suspected further disciplinary action may be needed. Copies of Incident Report Forms will be kept on file at Meghan's Place.

Action One: Verbal warning given to the member.

Action Two: Written warning (*Incident Report Form*) given to the member and appropriate individuals (parent/guardian/caregiver).

Action Three: Personal meeting with the athlete to review unacceptable behavior and work out a plan for improvement. The member will be accompanied by his/her parent/guardian or caseworker. The meeting will be documented in writing and copies distributed to the member, parent/guardian or caseworker.

Action Four: Suspension from Meghan's Place program and activities. The action will be documented in writing and presented to the member, parent/guardian and a copy will be filed. Further action could be, but is not limited to:

- Suspension for the remainder of current contract.
- Expulsion from membership at Meghan's Place.