



# Loaves & Fishes Code of Conduct

Approved by the Loaves & Fishes board of directors 7/29/08

**Loaves & Fishes provides free meals, hospitality, companionship, and advocacy for anyone, recognizing that peoples' values, beliefs, customs, and strengths differ.**

**It is Loaves & Fishes policy that all interactions between guests, volunteers, and staff take place in an atmosphere of caring and respect.**

**We ask everyone to strive to support a safe environment for all and to respect the rights and dignity of all.**

## **To ensure the above, the following are not allowed:**

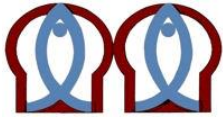
- biased behavior in regards to (including but not limited to) race, color, creed, ethnicity, sex, sexual orientation, age, marital status, disability, or national origin
- violent, abusive, disruptive, or disrespectful behavior
- inappropriate/unwanted physical touch
- using or dealing illegal drugs
- individuals who are obviously intoxicated
- lewd behavior, obscene language or clothing
- removal or destruction of property
- weapons
- taking pictures or videos without permission
- bare feet or no shirt
- bathing in restrooms
- running
- animals (other than service animals) in the building
- unsupervised animals on church property
- soliciting without approval
- parking in St. John's lot (you will be ticketed or towed), spaces are rented or only for St. John's Church business
- smoking in the building or within 25 feet of entrances

## **In the case of abusive/disrespectful/violent behavior:**

1. The staff will attempt to defuse the situation.
2. The individual may be asked to leave.
3. The police may be called.
4. Individuals may be banned from Loaves & Fishes. **\*\***
  - **Activity involving illegal drugs will be reported to the Ithaca Police.**
  - **Anyone using or dealing illegal drugs will be prohibited from the premises.**

**\*\*The Kitchen Managers, Advocacy Coordinator and Executive Director are authorized to require individuals to leave the premises or to ban individuals from L&F for breaking any aspect of the above stated Code of Conduct or the Loaves & Fishes Anti-discrimination and Anti-harassment Policy.**





## **Anti-Discrimination and Anti-Harassment**

Founded in 1983, Loaves and Fishes of Tompkins County is a Christian ministry which provides a place for free meals, hospitality, companionship, and advocacy for those in need, regardless of their faith, beliefs, or circumstances.

In keeping with Jesus' life and teachings, there are absolutely no eligibility requirements or questions asked. Anyone who walks through our doors is welcome at the Loaves & Fishes table. We aspire to treat everyone as we would want them to treat us.

Our supportive community offers spiritual as well as physical sustenance. We strive, in one way or another, to free the oppressed, clothe the naked, welcome the stranger and feed the hungry.

Loaves and Fishes of Tompkins County is committed to cultivating and maintaining a work/volunteer environment and community that values and supports diversity and inclusion. Consequently, the Loaves & Fishes Anti-Discrimination and Anti-Harassment Policy is strictly enforced.

### **Statement of Anti-Discrimination and Anti-Harassment Policy**

Loaves & Fishes is committed to cultivating and maintaining an environment and community in which all individuals are treated with respect and dignity. Each individual has the right to experience a welcoming and safe atmosphere that prohibits discriminatory practices, including harassment and hostile behaviors. Therefore, the staff and board of directors expect that all relationships and interactions among persons participating in the L & F community as guests, volunteers or staff will be respectful and free from bias, prejudice, hostility, and harassment.

Loaves & Fishes prohibits discrimination based on the actual or perceived age; creed; color; disability; domestic violence victim status; ethnicity; familial status; gender; height; weight; immigration or citizenship status; marital status; military status; national origin; predisposing genetic characteristics; race; religion; sexual orientation; or socioeconomic status of an individual. All such discrimination is unlawful and will not be tolerated. Additionally, L & F does not allow bias-based harassment, or harassment of any other kind.