

**To:** The Community of Kenmore Barbell & Fitness

**Effective:** August 24th, 2020

## **Kenmore Barbell & Fitness Code of Conduct**

At Kenmore Barbell & Fitness, our mission is to help our members and clients improve their strength and enhance their lives by providing a high-quality training environment. For many of our members this has become a second home or “third place” environment: a safe space to pursue new challenges and interests. We value the diversity of our community and will continue to foster a supportive, energizing, and inclusive environment. In order to maintain this “third place” environment that makes Kenmore Barbell so special, we have developed the following Code of Conduct to ensure we operate at the highest standard of professionalism and ethical conduct as we continue to grow. All members, clients, and staff will be expected to commit to and uphold these core values:

1. **Respect** - Kenmore Barbell & Fitness is a space for everyone. The existence of a welcoming public space is a shared responsibility. We expect everyone who uses our facility to promote a sense of community and treat each other with respect. Behaviors that make others feel unwelcome or unsafe undermine the sense of community that we have worked so hard to build and maintain in our facility. When these behaviors arise, we trust our staff and management to make the best decision on how to address the situation, utilizing the 3 Strike Policy when necessary. When members use our facility we respectfully request that they continuously:
  - Use the space and equipment as intended.
  - Be considerate to other members and staff.
  - Communicate with respect.
  - Act responsibly in our physical facility, and during events in which we are hosting or attending in representation of Kenmore Barbell & Fitness.
2. **Impartiality** - Discrimination is inconsistent with our mission. We strive to eliminate discrimination and implicit bias from every aspect of our business, including the experiences of our staff and members at Kenmore Barbell & Fitness. Harassment is a form of discrimination based on personal characteristics that are protected by law.

Behavior indicative of harassment is generally defined as unacceptable and unwanted conduct that may reasonably be expected or perceived to cause offense or humiliation to another person. “Unwanted” means the victim did not initiate or invite the behavior. Examples of harassing behavior can include:

- Offensive comments, remarks, or jokes.
- Displays of offensive images, memes, or materials.
- Repeated pressure to participate in unwanted, inappropriate, or offensive activity.

- Unwanted physical activity, including touching, pushing, or staring.

Code of Conduct violations reduce the value of our facility for everyone. If you experience or see conduct that you believe is inconsistent with our values, please contact our office at 716-361-1216 or via email at [vin@kenmorebarbell.com](mailto:vin@kenmorebarbell.com) or [meg@kenmorebarbell.com](mailto:meg@kenmorebarbell.com). As a member of Kenmore Barbell & Fitness you are expected to not engage in any discriminatory or harassing behavior in our facility or in our online spaces. Participants asked to discontinue any harassing behavior are expected to comply immediately. Staff or members violating these rules may be terminated, temporarily suspended, or removed from community spaces (including digital forums).