**YWCA Oʻahu Code of Conduct**

The YWCA Oʻahu (“YWCA”) is committed to providing a safe and welcoming environment for all. Our mission is eliminating racism, and empowering women. Our values are learning, authenticity, respect, responsibility, and community. All individuals must observe this Code of Conduct at all times while on YWCA property or utilizing our facilities, programs, and services and are expected to:

* Treat all people with respect and civility.
* Be considerate of the safety and comfort of others.
* Follow facility guidelines and directions of staff.
* Understand that acts of violence, intimidation, or harassment will not be tolerated.

**Violations of the Code of Conduct**

The following is a non-exclusive list of examples of behavior that constitutes a violation of the Code of Conduct. Violations of the Code of Conduct may result in a warning, the denial of access to YWCA property, facilities, and programs, or revocation of membership, depending on the severity of the violation. Whether a particular behavior violates the Code of Conduct and the consequence for violation is determined by staff on a case-by-case basis in their sole and final discretion.

* Any behavior or action that threatens or undermines our ability to provide a safe and respectful environment.
* Threats and other acts of aggression.
* Harassment or intimidation by words, gestures, or body language.
* Verbally abusive behavior, including angry or vulgar language, name-calling, or shouting.
* Physical contact with another person in an angry, aggressive, or threatening way.
* Sexually explicit conversation or behavior, and any sexual contact with another person.
* Inappropriate, immodest, or sexually revealing attire.
* Carrying or concealing a weapon or any device or object that may be used as a weapon.
* Using or possessing alcohol[[1]](#footnote-1) or illegal substances on property
* Intoxication or being under the influence of illegal substances.
* Smoking, vaping, e-cigarettes, and tobacco use.
* Theft or behavior that results in the destruction or loss of property.
* Loitering within or on YWCA property.
* Any other type of unwelcome or uncivil behavior.

Additionally, the YWCA reserves the right to deny access or membership to any individual who has been accused or convicted of any crime involving sexual abuse, is or has been a registered sex offender, has ever been convicted of any offense relating to the use, sale possession, or transportation of narcotics or habit forming and/or dangerous drugs, or is habitually under the influence of alcohol or illegal substances.

**Facilities Access**

Access to the facilities is limited to business hours, unless attending a private event by invitation or paid registration. Members are required to observe the hours of operations and closures for observed holidays and emergencies, or otherwise posted for each facility below. Hours of operations are subject to change without notice.

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| **YWCA Fernhurst** | **YWCA Laniākea** | **YWCA Kokokahi** |
| Not open to the public. | Monday – Friday 6:30AM – 6:30PM | Monday – Friday 8:00AM – 5:00PM |
|  | Sunday 8:00AM – 2:00PM |  |

Photography and videography for any reason is not allowed at any YWCA facility without written permission.

1. YWCA-approved private events may include serving alcohol in compliance with Hawai‘i alcohol laws. [↑](#footnote-ref-1)