



Staff, Volunteer, and Visitor Code of Conduct

*Help us keep this a safe space
for staff, volunteers, and visitors.*

Our Code of Conduct is intended to maintain a safe and caring environment for all staff, volunteers, and visitors of ESWA.

Promoting Safety and Security

- This is a smoke free property. Tobacco use and vaping is forbidden inside the building.
- Weapons, illegal or dangerous items, alcohol, cannabis, and illicit drug use, as well as possession of related paraphernalia, is forbidden on the property.

Communicating and Acting in a Respectful Manner

Visitors, staff, and volunteers will address each other in a respectful manner.

The following are not acceptable behaviors:

- Derogatory or offensive remarks about race, color, accent/language, national origin, ethnicity, religion, sex, gender, gender identity or expression, genetic information, sexual orientation, age, disability, veteran/active military status, or immigration status.
- Requests or demands for a homecare staff member or volunteer based on the above characteristics.
- Yelling or swearing.
- Verbal threats or threatening gestures.
- Spitting, throwing objects, or other violent behaviors.
- Any physical or attempted assault.
- Sexual or vulgar remarks or behaviors.

ESWA has zero tolerance for threatening or abusive behavior.

ESWA reserves the right to determine what constitutes unacceptable behavior.

Code of Conduct Violations

Any violations of above may result in the following:

- Visitors: If you fail to comply with the above expectations, you may be required to leave the property, and may be restricted from future visitation privileges.
- Consumer/client/participant: If you fail to comply with the above expectations, your services may be terminated, and you may not be able to receive care in the future from ESWA.

If you are the target of any of these behaviors, please report your concerns to a member of our Supervisory team.