

The Kaplen JCC on the Palisades is committed to providing a safe, welcoming environment for all members, guests, and staff. The Torah guides us: V'nishmartem M'od L'nafshoteichem—take vigilance in protecting yourself. In keeping with this essential Jewish and universal value, we ask all individuals who enter our facility to behave in a mature, responsible manner and to respect the rights and dignity of others.

Our staff are not only professionals—they are people: mothers, fathers, daughters, sons, friends, and neighbors. They deserve to be treated with kindness, patience, and respect at all times.

By participating in or being present at the Center's programs and activities, members agree to follow the terms below.

## Our Community Commitment

We are committed to fostering an inclusive community that embraces individuals of all backgrounds, abilities, and identities. Every member shares responsibility in creating a space where all feel safe, valued, and respected.

## Code of Conduct Guidelines

1. **Supervision:** Children under the age of 11 must be supervised by an adult, age 18 or older, when not attending a supervised program.
2. **Check-In:** All individuals must check into the facility by scanning their membership ID at our courtesy desk. Membership cards may not be shared.
3. **Private Services Prohibited:** Members and guests may not provide or receive personal services (free or paid) on campus to other members or guests for personal training, fitness instruction, or sports-specific coaching.
4. **Reservations:** Reservations are recommended prior to your visit for athletics and group fitness.
5. **Attire:** Appropriate attire must be worn at all times. Shirts and shoes are required throughout the facility.
6. **Facility Usage:** All individuals must follow posted schedules for areas including the gymnasium, pools, fitness center, public spaces, and café.
7. **Trainer Policy:** Outside trainers or coaches are not permitted, either in person or virtually.
8. **Behavior Concerns:** Any suspicious or inappropriate behaviors should be reported to JCC staff. We are here to assist you.
9. **Hygiene:** Members are expected to wipe down equipment after use and observe proper hygiene throughout the facility.
10. **Photography/Video:** The Center reserves the right to photograph, video record, or electronically capture images of any programs and activities for advertising and promotional purposes. Members acknowledge and consent to the use of such material, which may include their photograph, video, or likeness, or that of their family members, without compensation. Furthermore, Members consent to the continuous monitoring of the premises through surveillance cameras for safety and security purposes. To opt out of the use of their image in advertising and promotional materials, Members may contact Membership at [membership@jccotp.org](mailto:membership@jccotp.org) or call 201.408.1445.
11. **Animals:** Only service animals are permitted on campus.
12. **Phone & Camera Use:** Use of phones, video recording, or FaceTime is not permitted in fitness, aquatics, or locker room areas. Photography is strictly prohibited in locker rooms and restrooms.
13. **Guest Responsibility:** Members are responsible for the conduct of their guests and must ensure compliance with this Code.
14. **Emergency Situations:** All individuals must follow instructions from staff and emergency personnel.

### Zero-Tolerance for Abuse, Discrimination, or Disrespect

The JCC does not tolerate behavior that undermines the safety, dignity, or wellbeing of our staff or community members.

The following behaviors are strictly prohibited and will result in immediate action:

- Verbal abuse, including yelling, insults, threats, or demeaning language
- Bullying or harassment
- Derogatory comments, stereotypes, or actions targeting Jewish identity, culture, or Israel
- Discrimination or hate speech of any type based on religion, race, ethnicity, gender, sexual orientation, disability, or any protected characteristic
- Intimidation, aggressive conduct, or hostile behavior
- Refusal to follow JCC policies or staff direction
- Physical threats or unwanted physical contact
- Theft, property damage, or unauthorized access
- Carrying weapons or anything resembling a weapon
- Smoking or vaping anywhere on campus
- Unauthorized use or possession of alcohol, marijuana, or illegal substances
- Loitering or aiding unauthorized entry
- Any other conduct deemed inappropriate, disruptive, or offensive

### Accountability & Enforcement

The JCC, through its CEO and Board of Trustees, reserves the right to remove from the premises any individual acting in inappropriate manners and further reserves the rights for additional disciplinary actions including but not limited to restriction from programs or services, suspension or termination of membership, and/or involvement of local law enforcement.

### Acknowledgment

I have read, understand, and agree to abide by the Kaplen JCC's Code of Conduct, including its zero-tolerance policy for abusive, discriminatory, or disrespectful behavior.

### **Signed by all members 18+ with a membership**

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Name

\_\_\_\_\_  
Date

\_\_\_\_\_  
Name

\_\_\_\_\_  
Date