



Community Guidelines

Shared Agreements

The San Diego LGBT Community Center (The Center) is a supportive space for our community members and allies. Our vision is that every person feels and knows that they are welcomed, valued, and supported. As the beacon for our regional LGBTQ community, each day we actively recommit to be a more vibrant, bold, innovative, safe, and modern Center than the day before. Our values include dignity, inclusion, compassion, respect, equity, and equality.

To support The Center's mission, vision, and values, we've created shared agreements for everyone who enters our physical and virtual spaces to follow. Please be considerate of those around you in the space and avoid making assumptions about anyone's age, race, disability, gender, sexuality, pronouns, or reason for being here. We ask attendees, facilitators, participants, clients, visitors, volunteers, and staff in our buildings to conduct themselves in such a way that they engage with others in a safe and affirming manner.

Other organizations that host events at The Center are accountable for ensuring that our shared values of courtesy and respect are adhered to, including the standards outlined in these shared agreements, and are responsible for the management of those attending their events.

DO:

- Treat every person with respect and dignity.
- Treat Our Center spaces, physical and virtual, with respect.
- Use correct pronouns when known and not assume someone else's pronouns: if you are unsure, please ask. If you or someone else uses the wrong pronouns: correct, apologize, and use the correct pronouns next time.
- Respect that all client spaces are confidential. Confirm you have permission and consent from others before – touching or hugging, taking or posting a picture or video, mentioning their attendance at events/sessions/services to other people, revealing personal information to others, or pressuring anyone for personal information or contact information.
- Follow all reasonable and lawful requests from Center staff members.

DO NOT:

- Possess or use weapons in or around any Center building or at Center events.
- Sell, use, or possess illegal substances while on Center property or at Center events.
- Engage in any form of solicitation, sexual activity, or public nudity.
- Interfere with others' ability to move through The Center, like blocking doorways, walkways, or exits.
- Engage in violence and/or harassment of any kind including sexual, verbal, physical or emotional. Everyone has the right to resolve conflicts through nonviolent communication.
- Use discriminatory language, including but not limited to language that is racist, sexist, transphobic, homophobic, xenophobic, ageist, ableist, hate speech, or racial/religious/ ethnic slurs or rants.

The following are not allowed:

- Leaving personal property unattended.
- Intentionally misgendering community members or staff.
- Engaging in theft and vandalism of other people's property or any Center building or space.

- Entering 'Staff Only' spaces without permission (including offices, desks, cabinets, drawers, and closets).
- Inappropriate use of restrooms, including for bathing, creating an undue mess, using illicit substances, or sexual activity.
- Consumption of alcohol, unless served at an authorized event and consumed in the designated event space.
- Public intoxication.
- Use of audio or listening to loud music without headphones.
- Smoking of any kind, including vapes and e-cigs, in any Center building or garden area.
- Sleeping in any Center building or space.
- Handing out non-Center literature inside any Center building without permission.

Enforcement and Reporting

- These shared agreements will be enforced without regard to an individual's identity, including but not limited to one's gender identity, sex, sexual orientation, age, race, ethnicity, or other demographic factors.
- Anyone asked by Center staff to stop any violating behavior is expected to comply immediately, or they will be asked to leave the premises. We may ask you to leave if you are unable or unwilling to follow these guidelines. We also may take any action we deem appropriate for the safe and proper operation of The Center. This may include suspension from our buildings or services. In an extreme case of last resort or in the case of criminal activity or violence, The Center will contact the police.
- Violations of the shared agreements may result in a warning, temporary probation, or permanent barring.
- All shared agreements violations will be routed to The Center's leadership team for review. A Center team member will contact involved parties, if deemed necessary, and come to a determination of a course of action and/or restitution. It is The Center's goal to address all violations in a timely manner.
- We believe in second chances! Whenever possible, The Center will support opportunities for individuals suspended from The Center to contact us and ask to re-engage. This will occur on a case-by-case basis and may include a two-way discussion, recognition of the harm caused to people, making amends, and forgiveness.

We commit to abide by these shared agreements in order to create a safer and affirming space for all of us. The Center's Welcome Desk Team is here to help if you observe anyone not abiding by our shared agreements. Please don't hesitate to reach out to them for help.

We welcome your feedback! If you wish to provide any feedback about your experience or wish to voice any concerns or questions regarding these agreements, please contact us at feedback@thecentersd.org. Thank you for sharing space with us in community and for helping us make sure that our values of dignity, inclusion, compassion, respect, equity, and equality for all ring true for all who occupy this space.

Client

Volunteer

Date:

Center Program:

Client/Volunteer Name:

Apricot ID:

Client Volunteer Signature: