



Mutual Support Policy

Members and staff of **Passageway** may enjoy the privilege of being a club participant as long as they show mutual support for others.

Passageway offers several guaranteed rights to those who participate. These include: a right to a place to come, a right to meaningful work, a right to meaningful relationships, and a right to a place to return. Club benefits include: friendship, social, recreational, work experiences and increased self-esteem.

The club does not discriminate on the basis of sex, race, creed, religion, national origin, or sexual orientation. The club celebrates each member's diversity and values the uniqueness of each individual.

Passageway is a positive place where people care. We value this attitude because it is essential to maintaining an enjoyable, safe, supportive environment for the individual and the clubhouse as a whole. We demonstrate this behavior by respecting other people's privacy, cleaning up after ourselves, maintaining good personal hygiene and appropriate attire while at the club or club activities, respecting other's desire to work, and tolerating other people's differences. While attending the club, we model to the community that we can help others and ourselves. Therefore, mutual support begins with each individual and spreads throughout the clubhouse.

Passageway expects all members and staff to show mutual support for others while at the club and enjoy all the rights and benefits of participation. Mutual support is necessary if the club is going to help us today and be here for others in the future. Mutual support happens in a place that is safe and secure –a place where there is a give and take among people.

We want you to help create the type of environment you desire. The responsibility for doing this belongs to each individual. When conflicts occur, we hope that they may be handled directly, but when support is needed for resolution, we encourage you to approach a staff member to voice your concern. Everyone should be aware of the Mutual Support Policy and that violation of the Policy may result in a range of consequences.

SERIOUS VIOLATIONS OF MUTUAL SUPPORT WHETHER AT THE CLUB OR REPRESENTING THE CLUBHOUSE IN THE COMMUNITY INCLUDE:

- 1. Use of alcohol or illegal drugs, including possession, solicitation, or attending the clubhouse under the influence.**
- 2. Physical aggression toward self and/or others.**
- 3. Verbal aggression and/or emotional abuse toward others (this includes negative statements and teasing behavior).**
- 4. Asking for and/or bumming money, food, and/or cigarettes from others.**
- 5. Sexual harassment (this includes the use of sexually explicit language or language that has sexual connotations or overtones).**
- 6. Sexually explicit behavior.**
- 7. Purposeful destruction of property and/or theft.**
- 8. Possession of weapons of any type on the premises.**

At the discretion of one or more staff, all parties involved in a serious violation, or repeated lesser violations of mutual support may be told to leave the club immediately.

The Executive Director along with unbiased member leaders will review complaints of violation of the Mutual Support Policy to determine the appropriate action needed. If you have any questions see a staff member.

Member Signature: _____ **Date:** _____

Staff Signature: _____ **Date:** _____