

MEMBER AND GUEST CODE OF CONDUCT

The Chess Club and Scholastic Center of Saint Louis (“STLCC”) is dedicated to providing a safe and inclusive environment for all its employees, members, contractors, and guests. As such, all members and guests of the STLCC are required to abide by this Code of Conduct. The STLCC reserves the right to remove any individual who violates the Code or any other STLCC policy. Members who violate this Code will be subject to suspension and/or termination of their membership and such members as well as guests violating this Code may be precluded from returning to STLCC property.

Safety

To promote the safety of members and guests at the STLCC, individuals must act appropriately while on STLCC premises or participating in STLCC activities. The STLCC has a zero-tolerance policy regarding violence or bullying. Smoking is not allowed anywhere in the STLCC facilities at any time.

Respect

Harassment or discrimination of any kind is prohibited at the STLCC. All members and guests are expected to behave in a respectful and a responsible manner. Any language or action that is threatening, offensive, or that otherwise falls below a generally acceptable standard of conduct will not be tolerated.

Bystander Intervention

Any individual who witnesses harassment and wants to help may do so by:

- Engaging with the individual being harassed and distracting them from the harassing behavior;
- Asking a third party to help intervene;
- Recording or taking notes of the incident;
- Checking on the person who has been harassed after the incident; and/or
- Confronting the harasser and telling them the behavior is inappropriate.

A bystander is encouraged to report an incident of harassment or any other violation of this Code by using any of the methods described below.

Reporting

If a member or guest feels unsafe or uncomfortable while on site at the STLCC or while engaging in STLCC activities, they are encouraged to report the circumstances to any member of STLCC management.

If a member or guest would prefer to keep their report anonymous, the STLCC has partnered with a third party, Navex, to provide confidential, anonymous reporting. This service can be accessed by calling (833) 221-3624. Concerns may also be reported anonymously at <https://secure.ethicspoint.com/domain/media/en/gui/92217/index.html>. The STLCC will investigate all reported incidents consistent with STLCC policies, procedures, and practices.