



## ALBANY BIKE RESCUE CODE OF CONDUCT

- Behavior
  - Respect all members.
  - Always use clean language.
  - Any violence will not be tolerated.
  - Do not come to ABR under the influence of drugs/alcohol.

Albany Bike Rescue (ABR) is committed to providing an environment that is entirely free from harassment. The ABR has a zero-tolerance policy for harassment based upon an individual's sex, race, ethnicity, national origin, age, religion or any other legally protected characteristics. All members and volunteers are expected and required to abide by this policy. No person will be adversely affected by ABR as a result of bringing complaints of unlawful harassment. Any member or volunteer engaging in improper harassing behavior will be subject to disciplinary and/or corrective action by the ABR.

Individuals who believe they have been harassed should notify Shop Leader.

- You are responsible for your own safety
  - Perform a safety check on any bicycle you ride.
  - Perform a safety check before declaring a bicycle finished.
  - Be aware of safety hazards while working at ABR.
- Sharing Skills
  - Be willing to help fellow Members.
  - Ask for assistance whenever you need it.
- Come Prepared to Work
  - Come with work clothes that can get dirty.
  - Wear shirts and closed-toed shoes.
- Property
  - Respect ABR, Trinity, & other Members' property.
  - Theft will not be tolerated.
  - ABR is not responsible for any personal property.
  - No personal bikes left at ABR.
- Cleanup
  - Clean-up your own workspace before leaving.

**Volunteers may aid other Members in repairing personal bicycles, but the bicycle owner is responsible for the repair and ultimate safe working condition of his/her own bicycle.**

Report any problems to lead volunteers.

ABR reserves the right to ban any person from the premises on account of behavioral issues. Violent behavior, drug use, firearms, and theft are grounds for immediate and permanent dismissal from the premises.