

Parkinson Wellness Recovery (PWR!) In-Person & Virtual Code of Conduct

Parkinson Wellness Recovery (PWR!) is committed to providing a safe, inclusive, and welcoming environment for everyone, including clients, guests, staff, volunteers, virtual and in-person attendees, vendors, and all others. By visiting PWR!, or joining an in-person or virtual PWR! event or meeting, you agree to abide by this Code of Conduct.

In addition, all PWR! staff are required to abide by all policies and procedures, including PWR!'s Code of Ethics, as detailed in the official Employee Handbook.

PWR! has zero tolerance for any form of discrimination or harassment by anyone, including our staff, in our facility, events, or meetings. These unacceptable behaviors include but are not limited to:

- Harassment, intimidation, or discrimination in any form.
- Verbal abuse and non-verbal actions related to race, color, religion, disability, national origin, ethnicity, gender, sexual orientation, sexual expression, physical appearance, body size, inappropriate use of nudity and/or sexual content, or threatening, stalking, or violent behavior.
- All others as specified in [Zoom's Acceptable Use Guidelines](#).

For PWR! virtual meetings, workshops, and events via Zoom or other virtual conferencing platforms, you agree to the following rules:

- Do not display any unacceptable zero-tolerance behaviors as outlined above, including but not limited to: harassment, intimidation, discrimination, or other behavior targeting another attendee. If you display unacceptable behavior, you will be removed from the meeting and not allowed to rejoin.
- Keep your audio muted during the presentation and only unmute if asked to. Be considerate and respectful when speaking and listening. Do not interrupt the speaker.
- If you prefer to keep your face private, you must select "Stop Video."
- Use the chat and/or Q&A feature, as instructed, to ask questions and engage in discussion.
- Understand that not all questions may be answered and/or questions may be held until the end of the presentation.
- Do not copy or take screen shots of Q&A or any chat room activity.
- Do not solicit or spam anyone else for any reason.

PWR! reserves the right to remove individuals from virtual meetings and events, and those in our facility, without warning or refund if any unacceptable behaviors are observed.