

Policies for Sisters Of The Road – FINAL 9.5.2009

Sisters Of The Road is committed to providing a safe and loving environment where all people are treated respectfully. To this end, we need all of our staff, customers, volunteers, and visitors to practice the following:

Nonviolence

Before acting violent in any way- physically, verbally or emotionally- take some deep breaths, think it through, vent with a friend or coworker, and choose a different way.

Physical violence

- Do not attempt to injure someone physically or to touch them against their will. This includes tickling, patting, hugging, etc.
- Do not bring weapons or items that may be used as weapons (knives, chains, bats, etc) into the Cafe. Any items of this nature must be checked at the Cafe register, PC counter or Admin front desk.
- Do not participate in menacing or intimidating behavior. This includes sending threatening messages through a letter, phone message or other people. It also includes wearing inappropriate or offensive clothing or tattoos, such as images of nudity or swastikas.

Verbal violence

- Put verbal violence in check. This includes, but is not limited to, language that humiliates people based on race, gender, gender expression, age, size, sexual orientation, education, disability or spiritual beliefs.
- Stop before making verbal threats and name calling. Refrain from swearing, as this can make the space unsafe for families with children and others.

Emotional violence

- Stop before using inappropriate and humiliating body language. This can include refusing to acknowledge someone, raising your eyebrows in disbelief or disgust, etc. It is important to treat everyone at Sisters with dignity and respect.
- Refrain from preaching, selling or soliciting in Sisters Of The Road's Cafe, Personalist Center, or Development/Admin office. Preaching is defined as talking about your spiritual or moral beliefs with someone who is not interested in hearing about them. Soliciting is requesting things of value, such as money or meal tickets, in an inappropriate or aggressive way or after being refused.

Drugs and Alcohol

- Do not distribute, purchase, use, promote, or advertise drugs and alcohol in Sisters Of The Road Cafe, the Personalist Center, the Development/Admin office, outside on the sidewalks, or while working at Sisters events. The presence of drugs and alcohol creates a less safe environment for everyone, especially people in recovery.
- Avoid or cover images and symbols of illegal drugs while in Sisters Of The Road.
- All people are welcome in Sisters Of The Road. However, drug dealing, purchasing and use are not permitted here. If staff witness drug use, dealing

or purchasing in our space, including on our sidewalks, we will call the police and will not notify the people involved prior to calling.

Animals

Adhere to the ADA ruling on service animals. This includes the following:

- Any animals at Sisters Of The Road (including in the Cafe, Personalist Center, Lofts, and Development/Admin office) must bear proof of current vaccinations, be well-behaved and non-aggressive to people or other animals.
- Additionally, any animals in the Cafe must be service animals by the definitions of the ADA and be providing services to the person they currently accompany.
- Animals may not be fed, watered or given chew toys in the Cafe.
- All dogs must be controlled by a leash held by their owner at all times in the Cafe and Personalist Center. All other service animals in these spaces must be securely contained in a box or carrier.
- Any animal that violates these standards will be barred from Sisters Of The Road.
- Owners of animals are solely responsible for them and will be held responsible for their behavior.

Theft

- Do not steal from Sisters Of The Road or others utilizing the space; stop from destroying or defacing any property.

Children

- Treat children with the same respect that you would give to an adult. Stop before behaving violently toward any child. This includes but is not limited to verbal abuse, neglect, shaming, shaking, or hitting. This pertains to violence performed by anyone, including parents, guardians, staff, or by one child to another.
- Always ask a child and the child's parent or guardian before trying to hold or hug them. Do not attempt to touch a child against that child's will. This includes tickling, patting, poking, etc.
- There are mandatory reporters at Sisters Of The Road. All perceived child abuse seen or heard of by these mandatory reporters will be reported to the authorities.

Sexual Behavior and Language

- Affection and love are welcome in Sisters Of The Road, but we ask that you refrain from explicitly sexual behavior. Sexual behavior is not appropriate in a public restaurant, and can be very painful for people experiencing social isolation or who have experienced sexual violence.
- Sexual behavior and language – including comments on personal appearance or body type, propositions for dates or marriage, inappropriate gestures, unwanted touch, or explicit jokes or storytelling – is not permitted, as it makes the Cafe unwelcoming for many people.

- Nudity is not permitted in Sisters Of The Road.
- There are mandatory reporters at Sisters Of The Road. All illegal sexual relationships, such as between minors and adults, that mandatory reporters know of will be reported to the authorities.

Public Safety

- Sisters Of The Road is a public restaurant, subject to health codes, fire codes, and other city requirements. Once explained, all staff, customers, volunteers and visitors are expected to comply with these requirements.
- The sidewalk outside Sisters Of The Road must maintain a 5-foot passage (beginning 30 inches from the wall of the building) for pedestrians at all times. All people using Sisters' sidewalks are responsible for maintaining clear passage.

Not all behaviors that turn out to be violent or unacceptable can be predicted in advance. All of us are expected to comply if we are asked to change behavior that has been explained to be inappropriate.