
CODE OF CONDUCT

Randall's Island Park Alliance (RIPA) is committed to fostering a diverse environment that is inclusive and welcoming for all members of its community. We strive to make our park a place that is free from harassment, bullying, and discrimination. All members of our community, including but not limited to event participants, vendors, staff, volunteers, and speakers, must agree to uphold certain values and standards when interacting with others.

This Code of Conduct is intended to promote courtesy and respect. We expect all participants at RIPA events to honor the following guidelines:

- Show consideration and respect toward others in speech and actions.
- Refrain from harassment that discriminates against a specific group of people based on age, race, gender, ethnicity, national origin, religion, language, sexual orientation, gender identity or gender expression, pregnancy, citizenship status, disability, health conditions, socioeconomic status, marital status, domestic status, and/or parental status or any other protected class as defined by state and federal law (hereafter, simply harassment).
- Refrain from using profanity including language that is vulgar, insulting or threatening.
- Refrain from sexual harassment of any kind, including unwelcome sexual attention and/or inappropriate physical contact or language.
- Treat all RIPA's property (including but not limited to computers, supplies and general facilities), whether material or intangible, with care.

REPORTING AN INCIDENT

If you witness a violation of the Code of Conduct at a RIPA event and you feel comfortable directly addressing the behavior with the individual who engaged in it, you are encouraged to do so, but you are not required to. With all incidents, please alert a Randall's Island staff member and/or report it in writing to RIPA's Human Resources Manager, Nicole Galasso, at Nicole.galasso@randallsisland.org or via telephone at (212) 860-1899. We kindly ask that you share as much information as possible to help RIPA have an accurate understanding of the incident and investigate properly. Reports will be kept confidential to the fullest extent possible.

OUR COMMITMENT

RIPA will handle all reported incidents with discretion. RIPA reserves the right to remove any person who violates our Code of Conduct from the event (should the incident be reported during the event) and/or to bar any person from attending future events due to a Code of Conduct Violation

YOUR AGREEMENT

I agree to uphold this Community Code of Conduct while at any RIPA event, conference, workshop, or activity, both in-person and virtually.
