

## Code of Conduct

### Expected Behavior

- All Station residents, visitors, staff, students, faculty, and vendors are to be **treated with respect**, civility, dignity, consideration, and professionalism.
- **Be aware** and respectful of values, cultural norms, lifestyles, dress, personal identity, ability, limitations, and boundaries that may be different from your own.
- **Support and care** for one another in both work and play.
- **Others' property, work spaces, and living spaces**, are to be respected as you would have others respect your own.
- We all share MLBS as a **home and professional workplace**. Our spaces belong to everybody.
- **Take action** to protect and support *anyone* in danger or distress.
- **Alert Station Directors or staff** immediately if you notice a dangerous or concerning situation, or someone in distress.

### Unacceptable Behavior

Be aware that the **impact of your actions may be different from your intentions**.

- **Harassment**, intimidation, or discrimination in any form
- Physical or sexual **misconduct, abuse, or assault**
- **Hurtful comments** related to gender, race, sexual orientation, disability, physical appearance, body size, religion, national origin, or other features of personal identity
- **Unwelcome physical contact**
- **Unwelcome sexual or personal remarks**
- **Inappropriate display** of nudity, sexual images, or sexual innuendo
- **Threatening or stalking** behavior

### Consequences

- Anyone with a concern, even a small one, is encouraged to **approach Station Directors or staff to talk** about their options and desired course of action.
- All concerns and reports will be taken seriously. **You are in control** of how your concern is handled and what action is taken, unless the law or the University require specific action.
  - **One-on-one resolution** is preferred when appropriate.
  - **Station Directors or staff will help manage** or mediate a resolution if you request it.
  - Some *Code of Conduct* violations require **formal investigation** by the University.
- **Serious violations will result in serious sanctions**, including dismissal from programs or employment, removal from the Station, and other University or legal action.
- The Station Directors may immediately **expel** anyone from the Station Grounds for any unacceptable behavior, for presenting a risk to others or themselves, or for demonstrating a liability to the mission and goals of the Station.
- MLBS personnel and all UVA employees **are required to report** Title IX violations (sexual discrimination, harassment, and assault), and reports of Title IX violations, to the University.

## What To Do, Reporting, and Resources

- ***In case of emergency dial 911.*** Our location is 240 Salt Pond Road, Pembroke Virginia, 24136.
- ***In any crisis, immediately notify Station Directors or staff (24/7)*** of any dangerous or unacceptable behavior or situation.
  - ***To find us: Go to our residence / Radio channel #2 / Ring dining hall bell / Telephone***
  - ***If you need to escape:*** Evacuate (and take a friend?) to the Mountain Lake Resort Hotel.
- ***To report misconduct*** contact Station Directors or staff, or if you prefer, contact any of the UVA campus resources listed below. Charlottesville is three hours from MLBS.

### **University and MLBS Support and Reporting Resources:**

#### **Mountain Lake Directors and Staff**

*We are all University of Virginia employees and are trained in reporting and follow-up procedures. Your safety and wellbeing are our first priority. Nothing is more important. Please come to us at any time if you need help or are unsure where to turn.*

- **Butch Brodie**, Director  
Director's Cottage, 540-626-6285, 434-594-5741 cell, [bbrodie@virginia.edu](mailto:bbrodie@virginia.edu)
- **Eric Nagy**, Associate Director  
Clayton Cottage, Wilbur 103, 540-626-7159, -5227, 434-906-3122 cell, [enagy@virginia.edu](mailto:enagy@virginia.edu)
- **Jaime Jones**, Station Manager  
Rafinesque Cottage, Lewis 102, 540-626-3985, -7196, 540-520-4665 cell, [jjones@virginia.edu](mailto:jjones@virginia.edu)
- **Rhonda Ruff**, Office Manager  
Charlottesville campus Gilmer Hall 064B, 434-982-5486, [rjl3g@virginia.edu](mailto:rjl3g@virginia.edu)

**UVA Emergency and Crisis Services** [eocr.virginia.edu/confidential-and-other-resources](http://eocr.virginia.edu/confidential-and-other-resources)

Includes a full list of medical, safety, crisis, and psychological services at UVA.

**UVA Women's Center** 434-982-2903 [womenscenter.virginia.edu](http://womenscenter.virginia.edu)

**UVA Title IX Team** 434-297-7988 [titleixcoordinator@virginia.edu](mailto:titleixcoordinator@virginia.edu) [eocr.virginia.edu/title-ix-team](http://eocr.virginia.edu/title-ix-team)

**UVA On-Line Reporting System (UVA login ID required) - Just Report It** [virginia.edu/justreportit](http://virginia.edu/justreportit)

**MLBS Harassment and Misconduct Policy** and this **Code of Conduct** [mlbs.org/conduct](http://mlbs.org/conduct)

**UVA Discrimination and Harassment Policy** [eocr.virginia.edu/discrimination-and-harassment](http://eocr.virginia.edu/discrimination-and-harassment)

### **Confidential Crisis Resources:**

**UVA Counseling And Psychological Services (CAPS)**, same as "UVA Emergency and Crisis Services" above 434-243-5150 and 434-297-4261 after hours

**Sexual Assault Resource Agency (SARA)**, a private non-profit 434-977-7273 [saracville.org](http://saracville.org)

**RAINN National Sexual Assault Hotline** 800-656-4673 [hotline.rainn.org/online/terms-of-service.jsp](http://hotline.rainn.org/online/terms-of-service.jsp)

**Shelter for Help in Emergency** 434-293-8509

**Family Violence and Sexual Assault Virginia Hotline** 800-838-8238 or text 804-793-9999