



VIOLATION POLICY

At Pathways to Employment, we are committed to upholding the privacy and dignity of all individuals, including our clients and staff. To ensure a safe and respectful environment for all, we expect our clients to conduct themselves in a professional and respectful manner, and to follow the policies outlined below:

- 1. Unauthorized photo or video taking:** Clients or their staff members are not allowed to take photos or videos of other clients, staff, or projects without their explicit consent. Any violation of this privacy policy will be considered a serious offense, and may result in immediate termination from the program.
- 2. Lounge area policy:** The lounge area is a designated space for clients and their staff members only. Clients' staff members are not permitted to leave the building. Any violations will be documented, and further action may be taken, including termination from the program.
- 3. Soliciting Pathways to Employment staff:** Soliciting Pathways to Employment staff for other employment opportunities or soliciting other clients' staff members is strictly prohibited. Any client found to be in violation of this policy will be immediately documented and may be terminated from participation in the program.
- 4. Respectful treatment of individuals:** Pathways to Employment values diversity and inclusivity, and it is essential to treat everyone with respect and dignity, regardless of their differences. Talking about deficits, behaviors, or cognition in a negative or demeaning way is strictly prohibited.

At Pathways to Employment, we take these policies very seriously and expect our clients and their staff to comply with them. Any violation of these policies may result in disciplinary action,

up to and including termination from participation in the program. If you have any questions or concerns about these policies, please do not hesitate to contact our staff for further information.