

City of Eastport Patrons' Code of Conduct Policy

ADOPTED by City Council February 11, 2026

The City of Eastport's employees strive to provide a positive experience for those visiting City facilities by following the "Standards of Conduct" in the City of Eastport Employee Personnel Policy. In addition, the City supports a workplace that is conducive to personal safety and security and is free from intimidation, threats or violent acts. The City does not tolerate workplace violence, including the threat of violence by anyone who conducts business with the City.

The City will not tolerate harassing conduct that affects employment conditions, that interferes unreasonably with an individual's performance or that creates an intimidating, hostile or offensive work environment. **This includes but is not limited to threats or acts of aggression, made in person or by all forms of mail, telephonic, or via commonly used media platforms.**

Complying with this Code of Conduct is required by all people doing business with City employees.

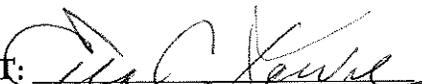
Violators who do not comply with this policy will be provided with a copy of this document and may be asked to leave the premises.

Expected Conduct

- Avoid causing disturbances or disruptions
- Show respect for others, building facilities and personal property of others
- Use common courtesy when interacting with others
- Do not engage in any lewd or offensive behavior
- Any form of violence is prohibited
- Smoking, drinking alcohol or appearing to be under the influence of any illegal substance is prohibited
- Shouting or raised voices directed at any employee is strictly prohibited and reason for removal.

Egregious or repeated violations may result in a trespass order for public facility privileges. Conduct outside the bounds of this policy may be referred to law enforcement for additional action or investigation.

Thank you for your cooperation!

ATTEST:  Ella C. Kowal/City Clerk

DATED: 2-17-2026

Reference to Agenda "V(k) New Business" – Council Meeting of February 11th, 2026

Council approval of a Proposed Visitors' Code of Conduct Policy

MOTION Stevens SECOND Dana-Cummings (PASSED: 4-0)