

20 FATHOMS MEMBER CODE OF CONDUCT

What makes 20Fathoms so great? You do! We all do.

20Fathoms is an inclusive destination for tech and entrepreneurship communities. We are a nonprofit membership organization dedicated to creating a rural center of excellence. As a part of this, we provide a **workspace, resources, and a community of support** that fosters innovation and entrepreneurship -- **regardless of where you come from or who you know**. As such, we respect and look out for one another, our unique space and the sense of belonging that we help to create. Here's the most important thing: **we each take part-- and pride--in creating community at 20Fathoms.**

Thank you for helping us create a great work environment that makes everyone feel welcome. If at any time you experience a breakdown in the code of conduct, please contact 20Fathoms staff. We will be happy to help address issues.

Operating Hours:

20Fathoms is open to members and their paid for guests: **Monday – Friday 9:00 am – 5:00 pm**

- The office will be closed on major holidays.
- Keyholders can access the office outside of regular hours. The staff reserves the right to request that non-keyholders clear the facility after 5 pm.
- Only 20Fathoms staff can approve events outside of operating hours.

Space Availability

20Fathoms is open to onboarded coworking space members and their meeting attendees, as well as paying day pass and conference room users. Day passes are available to coworking space members at a reduced rate for friends and family. If inviting friends or family, please check in with the Engagement Manager when entering the space. Day passes are available to friends and family for three uses per friend or family member.

Wellness:

- Bring your healthy self to work. **Please don't come into the office when you're feeling sick.** We need to keep shared spaces and close working environments healthy and safe for everyone. We reserve the right to ask someone who is visibly ill to leave the office space.
- When you're finished with conference rooms and shared workspaces, please wipe down the table.

Beverages:

Coffee is complimentary thanks to our coffee sponsor

- If you drink the last cup of coffee, please start a new pot. Instructions are in the coffee area.
- Help keep the coffee bar tidy, please. Wipe up if coffee overflows.

Beer is complimentary thanks to our beer sponsor

- Drink responsibly
- If you drink the last beer or it's clear that the keg is tapped, please notify a staff member.

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The Kitchen:

The kitchen is a communal space. 20Fathoms does not employ staff with primary duties to clean throughout the day – thank you for supporting the 20F community effort by helping keep it tidy.

- **Dishes:** 20F provides basic dishes, glassware & utensils. Whether you use 20F dishes or your own cleaning them is your responsibility and must be placed directly into the dishwasher or if it is running to handwash your items and place them in the dish rack. **For sanitation and courtesy – dirty dishes shall not be left in the sink.**
- **Fridge:** Do label your food stored in the fridge. 20F staff do try to maintain sanitation by toss anything unsanitary in the fridge and well out of date.
- **Toaster:** Do not leave the toaster oven on
- **Espresso Machine:** Ask for assistance before using the machine for the first time.
- **Microwave:** Your microwave explosion is YOUR responsibility. Please wipe down any mess immediately. To prevent the mess, we recommend covering your dish.
- Avoid cooking strong-smelling foods in the kitchen, unless you brought enough fish for everyone!

Eating at Your Desk or in Meeting Rooms:

- In an open desk environment, odors are experienced by all members within the space. Storing strong-smelling foodstuffs at your desk is strongly discouraged.
- Be sure to clean food and drink residue from all table surfaces and dispose of food waste in the kitchen, we purposely don't have trash containers next to the desks and the small meeting rooms for this reason. We prefer not to have to implement a no-food policy at workspaces and small meetings rooms.

Noise, Privacy and Confidentiality:

- Modulate your voice. No need to whisper – just be considerate of your neighbors.
- Use phone discretion. Speakerphone use and interactive webinars should only happen in enclosed spaces. Consider using one of our “phone booths”, the tall blue padded mini-cubicles for phone calls.
- Be conscious of non-verbal noise. Keep cell phones on low volume and other devices on vibrate.
- Refrain from loud conversations next to work settings. You'll notice we have several social spaces set up with comfy furniture away from desks to provide collaborative spots for that or if confidential, reserve a conference room.
- In an open office environment, confidential matters should be discussed in a private setting. Use discretion and judgment and be particularly conscientious when working on confidential projects.

Tidy as you go:

When you're leaving your workspace, especially for an extended period of time, push in your chair, organize your paperwork and make sure that the space is visually tidy. This is a shared space and we do often give tours so having a tidy appearance is important for all.

Conference Rooms:

- Conference rooms are available for all members on a first come, first-served basis and must be

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booked through the designated software platform.

- Log in credentials can be obtained at time of member on-boarding from the Engagement Manager.
- Avoid dominating a conference room on any given day or time slot. When your scheduled time has passed, please be courteous and vacate the space. If someone has the room after you and you go over your time – it is expected they will give you a courtesy knock.

Security or Inappropriate Behavior Concerns:

Safety and security is everyone's collective responsibility, but 20F can't correct, address or fix situations if we don't know about them. We want everyone to feel welcome and comfortable here.

- If at any time you have a safety or security concern, contact our staff (contact information below).
- If at any time you feel you are in danger or that someone poses a danger to others, CALL 911.
- If you aren't sure about what to do, please feel comfortable contacting 20Fathoms staff.
- Your guests are your responsibility, please escort guests to and from their workspaces and conference rooms.
- Lost key fobs and/or keys must be reported immediately and are subject to a lost fob or key fee of \$25.00, deducted from your deposit.

Thermostats:

Only 20Fathoms staff is permitted to adjust the thermostats.

Bicycles:

Bicycles are not permitted in the building; please use bike racks located outside of the entrances to the building.

20Fathoms Contact Information:

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