



## War Memorial & Performing Arts Center Rental Policy: Non-Discrimination and Equal Opportunity Policy

### Purpose

The purpose of this policy is to ensure that all individuals and organizations are given equal access to the rental of venues at the War Memorial, while also maintaining a safe, respectful, and legally compliant environment. This policy outlines the circumstances under which War Memorial Departmental Staff may deny or cancel a rental request, ensuring that decisions are made in accordance with principles of non-discrimination, fairness, and the protection of First Amendment rights.

### General Principles

- 1. Equal Opportunity:** The War Memorial is committed to providing equal access to its venues regardless of race, color, religion, gender, sexual orientation, age, disability, national origin, or any other protected characteristic under federal, state, or local law. We are dedicated to fostering an inclusive, welcoming environment for all licensees and attendees.
- 2. First Amendment Rights:** We recognize and support the right to free speech, however, rental requests may be denied, as described below.
- 3. Safe and Respectful Environment:** The War Memorial is committed to creating a safe, respectful, and inclusive environment for all employees, performers, patrons, and guests. We reserve the right to deny rental requests in the following situations:
  - o Violence, Abuse, or Threats Against City Employees, Officials, and/or Members of the Public:** Any event that consists of, promotes, or encourages physical harm or other violence, threats of harm or violence, or unlawful harassment toward City employees, officials, patrons, or other members of the public will not be permitted. This includes any behavior that disrupts the safety, or professional conduct of City employees or officials, patrons, or other members of the public. Management reserves the right to cancel any event where organizers, and/or others involved in an event, have made threats of violence or harassed City employees and/or War Memorial employees, patrons, or members of the public.
  - o Illegal Activity:** Events that promote or consist of illegal activities, including but not limited to the illegal use of drugs or alcohol, fraud, or violations of local, state, or federal laws, will not be allowed.

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- **Fundraising/Political Campaigns:** To avoid the appearance of the City's involvement in favoring or opposing candidates for public office, ballot measures or political parties, political campaign events inside the War Memorial venues are strictly prohibited. For the purpose of this policy, a "political campaign event" is an event conducted for the purpose of (1) supporting or opposing any pending or proposed candidate for local, state, or federal office or any pending or proposed ballot measure; or (2) soliciting, accepting, or rewarding donors for contributions of, any funds that the person or organization soliciting or accepting the funds will use, directly or indirectly, to support or oppose any local, state, or federal candidate or any pending or proposed ballot measure.

### **Decision-Making Process**

Decisions to deny or approve a rental request will be made by War Memorial Departmental staff based on the criteria outlined above, with careful consideration to both the legal rights of the event organizers and the safety of all involved. We aim to strike a balance between freedom of expression and the need to protect the well-being and safety of the public and staff.

The War Memorial staff reserves the right to deny or revoke a rental request based on the foregoing.

### **Non-Discriminatory Rental Process**

The rental process will be transparent, with clear and consistent guidelines for all applicants. All requests will be considered based on the event's compatibility with the venue, logistical needs, and adherence to this policy.

The War Memorial values the right to free speech and artistic expression and is committed to upholding an inclusive and welcoming environment for everyone. Our rental policy ensures that, while we encourage diverse viewpoints and events, the safety, respect, and legal compliance of all individuals and groups is a top priority.

*Adopted by the War Memorial Board of Trustees, Resolution No. 25-09, on March 13, 2025.*