



Western Reserve Historical Society

Code of Conduct

Western Reserve Historical Society (WRHS) is dedicated to making all staff and guests feel welcome, safe and engaged. At WRHS, we prioritize people – the WRHS community and the communities we serve. WRHS strives for a culture of excellence, diversity, equity, access and inclusion. We apply best practices to the stewardship of our places, collections and digital resources. It is our purpose to empower an entrepreneurial spirit to create, promote, and sustain a relevant, experience driven organization. We approach our work through an equity lens to ensure that collections, experiences, staff and board reflect the rich diversity of Northeast Ohio.

WRHS is dedicated to providing a safe and harassment-free experience for everyone, including ALL guests, vendors and independent contractors, volunteers, interns, stakeholders, community partners and employees. Accordingly, WRHS prohibits harassment or discrimination based on race, national origin, ethnicity, citizenship, religion, gender, gender identity and expression, sexual orientation, age, pregnancy, ability, veteran or military status, or other dimensions of diversity. Harassment and/or offensive behavior (which may include slurs, epithets, sexual advances, discrimination, demeaning comments, exclusion from participation, comments on appearance or ability, threats, etc.) is not tolerated. If you find yourself in a situation where you feel your safety is at risk, or if you bear witness to behavior that you feel is unacceptable, please immediately visit one of the admissions desks or reach out to a WRHS staff member. WRHS will investigate all reported incidents with discretion, and urgency. As a consequence, WRHS reserves the right to revoke, without refund, access to the museum sites and/or WRHS membership.

Since 1867, WRHS is committed to preserving and providing access to the history, culture and development of Cleveland and northeast Ohio. We pledge to provide a safe, welcoming, accessible and enriching experience to all, with integrity and adhering to the highest level of standards for personal and professional conduct.