

From the Risk Management & Wellness Policy Manual *Last revised 08/2017*

4.07 Behavior Policy

Appropriate behavior is expected from all patrons, participants and observers in programs and in facilities to protect the enjoyment and safety of all patrons. Behaviors that will not be accepted include, but are not limited to, the following:

- Endangering the health and safety of other participants, patrons, observers, staff, or volunteers.
- Disrupting a program or creating a disturbance at a facility.
- Continuous refusal to follow program and/or facility rules and guidelines.
- Use of verbal harassment, profanity, vulgarity, obscenity or racial slurs.
- Blatant disrespect of staff, volunteers and program or facility rules and guidelines.
- Damage, vandalism, or theft of private or District facilities, equipment or supplies.
- Possession or use of illegal substances or medication, including the use of alcohol or smoking where prohibited.
- Inappropriate or offensive dress, including, but not limited to dress which is too revealing and clothing which displays obscene or offensive words or pictures.
- Possession or threat of a weapon.
- Gang activity including display or possession of symbols, hand signals, soliciting membership, intimidating or threatening any individual, wearing or displaying colors or items of dress, etc.
- Inappropriate display of affection, including but not limited to prolonged kissing and touching or any private area of the body.

The following outlines steps that may be used with patrons who are not behaving appropriately. Membership or program fees will not be refunded for any person removed from a program or facility due to violation of this behavior policy. Some programs or facilities may have stricter or more detailed behavior policies.

Program Participants

All program participants are expected to behave appropriately and follow the rules of the program and facility. A participant will receive written notice for inappropriate behavior, and in the case of a minor, a copy of the notice will be provided to such minor's parent/guardian. If a participant receives three notices of inappropriate behavior, or if the participant is involved in one severe incident, as determined by District staff, the participant may no longer participate in the program until a meeting is scheduled and held. The participant, a parent / guardian if the participant is a minor, the program instructor, the program supervisor and any other persons, whom the District considers necessary for a resolution of the inappropriate behavior, shall be present at such meeting. At the meeting, the question of continued participation in the program will be considered and, primarily for minor participants, a Behavior Contract may be prepared as a condition of continued participation. Such a Behavior Contract will be personalized to the circumstances and the participant, and will include specific expectations and consequences for failure to meet such expectations, including possible suspension and /or termination from program participation. Inappropriate behavior by any participant over 18 years of age may result in more rapid progress toward suspension or termination from

program participation. Any participant that receives a suspension and is permitted to return to the program does on the “zero tolerance” basis. Any further incident will result in immediate termination of that individual. Termination of participation may carry from program to program pending the severity of the issue as determined by the District.

Facilities

All facility participants are expected to follow the rules of the facilities. Disregard or abuse of facility rules may result in removal by staff or police from the facility for a designated length of time or permanently.

Observers

Observers of programs are also expected to behave appropriately. Parents, friends and any observers are held to the same standards of behavior as participants. If inappropriate behavior of a program observer is reported to or observed by a staff person or volunteer, the observer will be asked to leave by the staff person, volunteer or police, if necessary.

Appeals

Any participant who is suspended or terminated from program participation shall have the right to appeal to the Executive Director within fourteen days of any notice of suspension or termination. The Executive Director shall thereupon schedule a meeting concerning such appeal, and the appellant shall be entitled to present his or her version of the facts at such meeting. Within five days after such meetings, the Executive Director shall notify the appellant in writing that the suspension or termination has been affirmed, modified, or reversed. The Executive Director shall notify the Commissioners of the meeting and the decision.

It is a vision of the District to provide safe and wholesome programs in well-maintained facilities for our residents and guests. Rules must be followed and policies such as this must be established to protect this vision for all involved. Our goal is not to remove patrons from programs or facilities, but to work together with participants and / or parents/ guardians to the best of our ability to correct or deal with a problem. The District asks for your cooperation in behaving appropriately and teaching your children the importance of appropriate behavior and following rules.