

# Parks and Recreation Discipline Plan

Facility Rules are posted throughout the Community and Aquatic Centers. All patrons are expected to abide by these rules. Tiers 1-4 identify types of behaviors with the consequences if non-compliance of the rules occurs.

To ensure the safety of our young patrons, parents are responsible for the behavior and supervision of their children.

## Bullying/Harassment Policy Defined

- The community and aquatic center environment shall be free from intimidation for all patrons. Threatening the safety or rights of another person, violent or disorderly behavior, threats of violence or use of abusive language, possession of weapons, blocking entrances or interfering with people entering/exiting the building are not acceptable.

## Disruptive Behavior Defined

- No one may interfere with another person's right to use the facility free of disruption or with the staff's performance of their duties.
- Examples of disruptive behavior include use of obscene language, running, throwing objects, resting feet on furnishings or equipment, or any activity resulting in the disruption of facility use. The P&R Staff are empowered to identify disruptive behavior. Refusal to comply with the reasonable request of the staff members will be considered disruptive behavior.

Tiers	Unacceptable Behaviors	Recommended Consequences for Minors	Consequences for Adults
<b>1</b>	<ul style="list-style-type: none"> <li>Defiance/Disrespect/Noncompliance</li> <li>Disruption</li> <li>Inappropriate Language/Music</li> <li>Inappropriate Location/Out of Bounds/Employee Only Area</li> <li>Property Misuse</li> </ul>	<ul style="list-style-type: none"> <li>Time Out in the Aquatics Office</li> <li>Parent Guardian Contact</li> <li>3<sup>rd</sup> Offense moves to Tier 2 Consequences</li> </ul>	<ul style="list-style-type: none"> <li>Warning</li> <li>2<sup>nd</sup> Offense moves to Tier 2 consequences</li> </ul>
<b>2</b>	<ul style="list-style-type: none"> <li>Abusive Language/Inappropriate Language/Profanity (Major)</li> <li>Defiance/Disrespect/Insubordination/Non-compliance (Major)</li> <li>Disruption (Major)</li> <li>Harassment/Bullying</li> <li>Inappropriate Location/Out of Bounds/Employee Only Area</li> </ul>	<ul style="list-style-type: none"> <li>Removal from facility for 1 day minimum, and until a meeting with the parent(s) and Facility Supervisor has been completed</li> <li>2 hours of community service required</li> <li>3<sup>rd</sup> Offense Moves to Tier 3 Consequences</li> </ul>	<ul style="list-style-type: none"> <li>2 Days to 1 Week suspension from Facility</li> <li>Meeting with Facility Supervisor</li> <li>2<sup>nd</sup> Offense moves to Tier 3 Consequences</li> </ul>
<b>3</b>	<ul style="list-style-type: none"> <li>Property Damage/Vandalism</li> <li>Harassment/Bullying</li> <li>Theft (&lt;\$50)</li> <li>Use/Possession of Tobacco, Drugs, Alcohol</li> </ul>	<ul style="list-style-type: none"> <li>1<sup>st</sup> = Removal from facility for 1 week, meeting with Facility Supervisor &amp; parent(s), &amp; 4 hours of community service</li> <li>2<sup>nd</sup> = Removal from facility for 2 weeks, meeting with Facility Supervisor &amp; parent(s), &amp; 8 hours of community service</li> <li>3<sup>rd</sup> Offense moves to Tier 4 Consequences</li> </ul>	<ul style="list-style-type: none"> <li>Removal from facility for 2 weeks</li> <li>Depending on severity, police may be called</li> <li>2<sup>nd</sup> Offense move to Tier 4</li> </ul>
<b>4</b>	<ul style="list-style-type: none"> <li>Fighting</li> <li>Physical Aggression/Assault</li> <li>Use/Possession of Tobacco/Drugs/Alcohol</li> <li>Use Possession of Combustible</li> <li>Severe Theft (&gt;\$50)</li> </ul>	<ul style="list-style-type: none"> <li>Removal from facility for 1 month to 1 year depending on severity and repeat offenses. Meeting with facility supervisor and parent(s) mandatory.</li> <li>Police may be called.</li> </ul>	<ul style="list-style-type: none"> <li>Police will be called.</li> <li>Removal from facility for 1 month to 1 year depending on severity and repeat offenses.</li> </ul>