

TOWN OF STETTLER

Prepared by: Parks & Leisure Services Dept Number: X-1(p)
Adopted by: Town of Stettler Council Original Policy:
Previous Policy: N/A
Current Policy:

Title: **Stettler Recreation Centre Code of Conduct**

Purpose: The purpose of the “Code of Conduct” is to ensure workers and users of the Stettler Recreation Centre (SRC) understand the standards the Town of Stettler have established for efficient and courteous service to the community. This policy is to be an additional course of action for Town employees to have at their disposal and to be an enhancement tool to work within our existing bylaws and policies.

Policy Statement: The SRC exists to provide residents and guests with opportunities to participate in recreational activities in an environment where all individuals are treated with respect and where all activity is safe, promotes equal opportunities and prohibits discriminatory practices.

It is understood that organizations utilizing the SRC must take primary responsibility for the behavior of all associated with them, including but not limited to participants, staff, volunteers, officials, coaches and spectators.

Policy Objectives: All users and user groups are asked to respect the enjoyment of others using the facility. The following will be grounds for enforcement action:

1. Deliberate destruction, damage, or misuse of property, machinery, equipment, tools or the same belonging to the Town of Stettler, employees, other users of occupiers.
2. Theft of property belonging to the Town of Stettler, employees, other users of occupiers.
3. Unsatisfactory conduct on/in or Town property, includes but may not be limited to:
 - a. Immoral conduct or indecency,
 - b. Possession of an illegal weapon,
 - c. Fighting,
 - d. Abusive or obscene language/gestures,
 - e. Threatening, intimidating or coercing others for any purpose,

- f. Being in a restricted area
 - g. Refusing to adhere to facility rules and regulations
 - h. Refusing to respond to staff directives.
 - i. Creating or contributing to unsafe or unsanitary conditions
4. Serious incidents will be investigated and reported to the Director, Parks and Leisure Services. Depending on the nature of the infraction:
- a. The form of discipline may range from a warning to eviction from the facility.
 - b. Expulsions from the facility may vary in length.

Enforcement:

1. A Town employee may evict anyone found violating any of the facility regulations and/or Code of Conduct from the facility for the remainder of the day. Should the situation escalate, endanger staff and/or general public safety, the RCMP will be contacted immediately.
2. The staff witnessing the incident will be responsible for documenting, in writing using the standardized Incident Report Form, the name of the offender, the infractions and the reason(s) for the eviction.
3. Director, Parks and Leisure Services, or designate, to meet with participant and where participant is under the age of eighteen (18) to include parent(s), and explain Code of Conduct and breach. Ensure that expectations of the Code of Conduct are clear to participant and/or parent(s).
4. If participant is involved in a second breach of the Code of Conduct, the Director, Parks and Leisure Services, or designate, will meet with the participant and/or parent(s) to discuss the breach and where suspension is imposed, issue written notice to the participant and/or parent(s), with copy to the Town of Stettler CAO.
5. If participant is involved in a third breach of the Code of Conduct, staff will impose a suspension from the SRC ranging from a suspension of seven (7) days to an indefinite suspension.

Appeal:

Anyone disagreeing with an eviction exceeding 48 hours may appeal to the Director, Parks and Leisure Services and/or the Town of Stettler CAO.