



## **Southeastern Livingston County Recreation Authority – CODE OF CONDUCT**

The Southeastern Livingston County Recreation Authority (SEL CRA) strives to provide premier facilities, programs and services so that members have the opportunity to participate in the highest quality of diversified fitness, recreation, social and educational opportunities.

### **PURPOSE:**

Participation in the programs offered by SEL CRA is a privilege and no right to participation is guaranteed. The Authority has established a Code of Conduct in order to ensure guests and participants receive responsive services in a welcoming, safe and pleasant atmosphere, and;

To define and establish guidelines for appropriate behavior from those who visit the facilities and attend the programs, and;

To ensure the courteous and proper consideration for other people using the facilities and programs, and;

To establish uniform procedures to address any problems caused by inappropriate conduct by participants or guests and to define the process of discipline and review of disciplinary decisions or suspensions of individuals.

### **GUIDELINES:**

A. SEL CRA reserves the right to address problems that violate the Code of Conduct according to their judgment and this Code does not limit the scope of the authority in restricting inappropriate or unsafe conduct or in setting penalties for such conduct.

B. There will be a zero tolerance stance taken as it relates to behavior that violates criminal statutes or ordinances and participants who violate these laws will be suspended from the program and must leave any utilized facility immediately.

C. Where the circumstances or nature of the behavior or offense warrants the appropriate local police or legal authorities may be contacted for further action.

D. Refusal of admission: SEL CRA through their representatives at a facility or program reserve the right to deny admission to any participant or guest who appears to be under the influence of alcohol or a controlled substance or who is in violation of any facility program rules or regulations. Guests can include the parents, family or friends of a participant.

E. Persons who are suspended pursuant to this Code of Conduct from a facility and/or program will not be allowed on the premises of a participating facility and will be considered trespassers, said persons may be reported to local authorities for further action or enforcement of trespass laws.

F. Persons who are not program participants or their guests shall not loiter on the premises and may be asked to leave and may be considered to be trespassers if they refuse.

G. There shall be no unauthorized use of audio or video recording devices inclusive of but not exclusive of video cameras, cell phones, recorders or any similar devices. Video or audio recordings of actual events by guests or relatives of the participants is authorized in public areas only. No audio or video recordings of any type or nature shall be allowed in the locker rooms, restrooms, changing rooms or any other area where a person enjoys a reasonable expectation of privacy. The Authority or its representative onsite retains the right to limit or preclude audio or video recordings where they deem to be inappropriate, offensive or disruptive to program functions. Violators may be suspended and said persons may be reported to the local authorities.

H. Bullying, “trash talking” or similar unsportsmanlike conduct is not allowed from participants or guests. Verbal abuse or insubordination towards a staff member or coach is not allowed from participants or guests and persons who engage in those acts may be asked to leave or may be considered trespassers if they refuse. Persons who violate this provision may be asked to leave and otherwise restricted from participating in programs pursuant to this Code of Conduct. Guest or spectators who violate this provision may be permanently restricted from observing the programs and, if related to a participant, will have to make alternate arrangements to facilitate the participants continued program activities.

I. If a participant or guest observes a problem or condition at a site that they think constitutes a safety concern they must inform the SELCRA on site supervisor of their concerns and that supervisor in their discretion, may inform an appropriate building official or staff person to address any concerns or the supervisor may act in appropriate circumstances to remedy a problem themselves. SELCRA management reserves the right to modify or make discretionary adjustments to these policies or penalties to ensure the continued safety and orderly operation of facilities and/or programs. On-site supervisors have discretion to immediately address any issue pertaining to the safety and proper conduct of the participants or guests.

#### **SUSPENSION POLICY AND REVIEW PROCEDURE:**

Violation of the SELCRA Code of Conduct may result in a suspension from a recreation facility and/or program. The suspended individual shall then receive a written notice of suspension saying the reason for suspension and trespass warning. If the individual enters the property/program in violation of the warning, the appropriate local law enforcement authority will be contacted and this may result in legal action.

A. Review Procedure: The suspended person (or their parent or guardian) shall have the right to a review of their suspension as detailed below. A written request for review and suspension shall be made to the following management representatives within five (5) business days of the suspension:

1. Supervisory Staff Member issuing the suspension; and

2. Recreation Director. The recreation director will issue a decision affirming or rescinding a suspension. Failure to request a review within the specified time will terminate the right to review.

B. If the Recreation Director denies appeal of the suspension, the person can request a review by the Recreation Board in the following manner and under these conditions:

1. Suspensions continue in effect and remain in effect unless terminated by the recreation board.

2. If an affected individual wants a suspension to be reviewed by the Recreation Board, that individual, parent or guardian shall submit a written request for review within seven (7) business days of the receipt of the decision to uphold or revise suspension. Request for a review shall include a complete written statement showing all facts or grounds for any relief from the suspension, and include any documentation in support of the request.

3. At its next scheduled meeting, the Recreation Board will review the request for review of suspension, and any prior determination made under section IV(A) and related information, and publish their decision. The deliberations of any request for review shall be done in a closed session at the request of the individual.

4. The Recreation Board can decide to: a. Uphold the original suspension; b. Modify the term of the suspension or add conditions; or c. Terminate the suspension.

5. All decisions of the Recreation Board are final.

6. A suspended individual cannot participate in or visit a SELCRA facility or program from which they were suspended during the term of the suspension.