

Code of Conduct

City of Seneca Recreation Department

City of Seneca Recreation Department (SRD) activities are made available to youth and adults to enjoy fun and wholesome recreational programming that teaches character and sportsmanship. SRD supports the belief that these programs and leagues are an integral part of childhood development and the lifetime love of sports and maintenance of good health, values & vitality through adulthood. As such, SRD expects the highest standards of sportsmanship, integrity and conduct from all Participants (players, coaches, officials and spectators). SRD strives to provide a safe and nurturing environment, which requires the cooperation of all program/league Participants. To that end, all Participants must be held accountable for their behavior and zero tolerance given for any intentional violation of this Code of Conduct. The standards of behavior identified in this code are not intended to be all inclusive. Players, coaches, officials and spectators should be aware that any behavior not specifically described herein but failing to meet the spirit and intent of this code may subject those involved to disciplinary action at the discretion of SRD.

EXPECTATIONS

- Treat all parties involved with dignity and respect.
- Use appropriate language, tones and volume when communicating. When in doubt, remain silent.
- Become knowledgeable, understanding and supportive of all established guidelines, rules, policies and procedures applicable to related programming.
- Recognize/acknowledge SRD programming as a privilege that can be rescinded for the greater good.

VIOLATIONS

- Failure to cooperate with SRD staff
- Obscene or profane language or gestures
- Aggressive behavior
- Harassment
- Disorderly conduct
- Drug or alcohol use, or behavior exhibiting signs of drug or alcohol use
- Noncompliance with established policies and rules.
- Any unlawful act

Unfortunately, aggressive behavior is on the rise in recreational programming. Negative attitudes, verbal abuse of officials, poor sportsmanship, profanity, and violence are casting a negative light in our arena. It is for that reason punitive action must be taken for behavior perceived by SRD as intentional violations to this code.

PROCEDURES

- When an incident occurs at a SRD activity/event, SRD officials have the authority to institute immediate suspensions. SRD officials will offer to escort the offending individual(s) from the

facility. If the offending individual(s) refuses to leave the premises, local law enforcement will be contacted..

- Individual(s) removed from the facility in this manner will be sent a registered letter stating the violation of policy and the penalty in effect. The individual(s) will then have forty-eight (48) hours from receipt of the letter to respond to SRD with a written appeal.
- If a written appeal is received, an investigation will be conducted by SRD staff and, if necessary, the Seneca Police Department. SRD will render a final decision within ten (10) working days from receipt of the appeal. The purpose of the appeal is not to review, summarize or dispute the incident in question but is to give an opportunity for facts to be presented as to why the suspension should not be enforced.
- During the investigation, the individual(s) will be suspended from all SRD activities/events/facilities. Individual(s) requesting the appeal may be asked to appear before an appeal review committee led by the SRD Director. This decision will be final.
- Suspensions of less than ten (10) days cannot be appealed.

It is Seneca Recreation Department's sincere desire that situations never warrant the removal of an individual from any activity, event or facility. However, it is our obligation to maintain a controlled, safe and healthy atmosphere for everyone. Recreational activities are designed to foster qualities such as character building, social interaction, enjoyment and relaxation while educating the general public and promoting healthy lifestyles. These activities are not designed to be overly competitive, and SRD does not promote this contention.

OFFENSE & PENALTY (to include but not limited to:)

Level 1 - Standard

- Offense Failure to follow departmental established guidelines, rules, policies and procedures as applicable to related programming; failure to comply with an SRD official's decision; taunting/mocking/harassment of other Participants; disgruntled or threatening expressions such as rude gestures or comments, screaming and loudly disagreeing with others or obscene/profane/vulgar language; throwing/kicking/striking of bats, balls and other miscellaneous equipment; unnecessary roughness among Participants.
- Penalty (may not be preceded by a warning) - immediate ejection and removal from the premises and a minimum ten (10) day suspension.

Level 2 - Verbal

- Offense Malicious obscene/profane/vulgar verbal abuse directed towards another individual; verbal epithets related to race, color, religion, creed, gender or sexual orientation; verbal communication of threats, physical violence or acts of insulting another with intention to offend, defame or embarrass.
- Penalty (may not be preceded by a warning) - immediate ejection and removal from the premises and a minimum thirty (30) day suspension.

Level 3 - Physical

- Offense Physical aggression towards another Participant; pushing, shoving, striking or touching another individual with the perceived intent to incite, inflict or cause harm; invading another individual's personal space during a dispute.
- Penalty (may not be preceded by a warning) - immediate ejection and removal from the premises and a minimum one hundred eighty-day (180) day suspension.

Level 4 - Unlawful

- Offense - Any violation of state or local law; possession of firearms, knives, explosive devices weapons or being under the influence of any alcohol, narcotics, controlled substances, chemicals or drugs while on public property
- Penalty (may not be preceded by a warning) - immediate ejection and removal from the premises and a minimum one (1) year suspension.

Suspensions will be tracked and monitored. Individuals who have been suspended will be immediately placed on probationary status for a period of one (1) year from the date of the offense. A second offense by the same individual within one (1) year, regardless of nature, will result in double the term of the penalty and an extension of probationary period from the date of the second offense. A third violation by the same individual within one (1) year, regardless of nature, may lead to all SRD privileges being indefinitely revoked. Failure to comply with these guidelines may result in legal action.

Any SRD employee shall be authorized to enforce the Code of Conduct, along with any rules and regulations applicable to the facility, activity, or program. Any person acting inappropriately or disrespectfully may be subject to a revocation of the privilege of using City of Seneca facilities or participating in SRD activities or programs.