

Recreation Department Code of Conduct

In order to run our facility and programs at the highest, safest level for all patrons, the following code of conduct and subsequent behavior discipline will be enforced at all times. Any incident will be written up by staff, and discipline will be enacted according to the policy below. The Recreation Director, or Assistant Director, will notify all patrons of the incident and subsequent penalties shortly after the incident has occurred via email, phone call, and written letter. Any incident of criminal nature handled by the Broadview Heights Police Department will be subject to review by the mayor's office. Any appeals for suspensions not resulting in criminal charges can be brought to the Recreation Director or Assistant Director at any time via an email. Any reinstatement will be determined after a sit down meeting with the director. Ultimate length of suspension will be determined by the Recreation Director.

A) Behavior Policy Violations resulting in 1-week suspension:

- Using language or wearing clothing with lettering or symbols which is offensive, sexist or racist
- Fighting, bullying or any other forms of aggressive behavior
- Behaving in a manner which is potentially dangerous or disrespectful to self and/or others
- Repeated failure to follow Recreation Center rules and policies.
- Degrading, scolding, or otherwise aggressive or disrespectful behavior towards staff

B) Behavior Policy Violations resulting in 1-6 Month suspension:

- Using another members code, or ID to gain access to building
- Intentionally entering the building or program without making payment
- Damage or theft of private or Recreation Center equipment or supplies
- Three or more documented violations from group A

C) Behavior Policy Violations resulting in 12+ Month or Indefinite suspension:

- Damage, vandalism, or theft with intent to harm another patron or property (both personal or of the Recreation Center)
- Physical altercation with staff or another patron
- Two or more violations from group B

*City Administrators reserve the right to suspend/dismiss a patron at any time due to disrespectful/harmful behavior towards themselves or others.