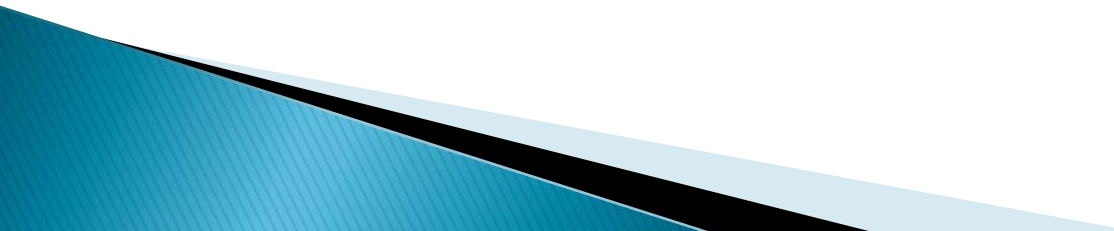




# Respect and Responsibility Policy

August 2015

# Policy Overview

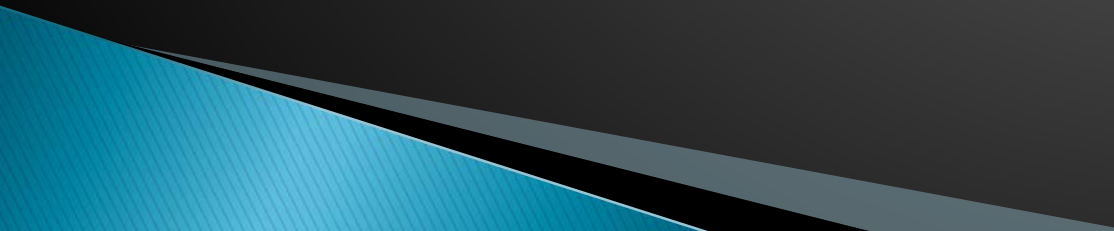
- ▶ All County of Brant recreational properties and facilities will provide residents with opportunities to participate in sport and recreation activities in a safe and positive environment.
  - ▶ The County of Brant will ensure a supportive environment so that people may enjoy their sport and learn all that is involved within it.
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▶ Q: Why do you think that the county would need to have a policy like this?

- A: It's critical for the County of Brant Community Services Department to do all things necessary to ensure that preventative measures are in place so that violent or inappropriate behaviour(s) do not occur in its recreational properties and facilities

- Q: Who does this policy apply to?
  - A: Organizations, user groups, players, officials, spectators and staff. Everyone!
  - This means that organizations using County recreational properties and facilities in cooperation with the County of Brant must take primary responsibility for the behaviour of all individuals associated with them (all mentioned above).

# Goals of the Policy

1. To ensure that everyone involved acts in a respectful and sportsmanship like manner.
  2. To eliminate violence and anti-social behaviour from recreational properties and facilities.
  3. To ensure a safe and encouraging environment.
  4. To give facility staff, volunteers and Community User Groups the authority to deal with unruly and violent behaviour with appropriate actions.
- 

# Definitions

## *Inappropriate Behaviour and/or Violence*

- refusal to follow the rules within the recreational properties and facilities or the terms of a rental contract
- verbal assaults (profanity and/or loud verbal assaults including racial, ethnic, cultural and/or sexual slurs, directed at participants, spectators, referees, County staff and volunteers)
- threats and attempts to intimidate
- throwing of articles in a deliberate or aggressive manner
- aggressive approaches to another individual and/or physical intimidation of another individual
- illegal presence/ consumption of alcohol/drugs/tobacco products/e-cigarettes or related products
- loud/obtrusive music or noisemakers i.e. air horns/etc

# Definitions

## *Inappropriate Use of Technology*


- using technological devices to photograph images of participants, spectators, County staff or volunteers without their express written consent and/or using technological device(s) for illegal or criminal purposes
- invading or attempting to invade another person's privacy
- sending or receiving documents, websites or pages that contain lewd, illegal or offensive materials via internet
- viewing, producing or exhibiting lewd, illegal or offensive materials, either hard copy or using technological devices
- sending or creating viruses, worms, spam and other invasive computer programs . Hacking or other unauthorized access or attempts thereof
- illegal downloading or copying of software or data

# Definitions

## *Vandalism*

For the purpose of this Policy, vandalism is defined as the deliberate act of destruction or damage of County owned property, buildings or equipment.

Examples of vandalism include, but are not limited to:

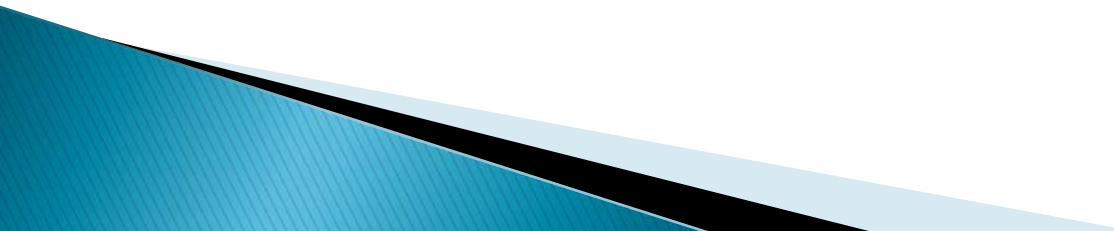
- glass breakage
  - graffiti
  - theft
  - arson
  - property damage
- 



# Enforcement

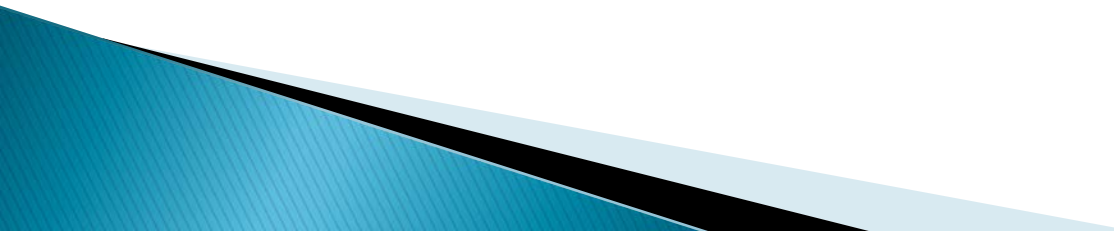
In accordance with the *Occupiers' Liability Act*, the *Occupational Health and Safety Act*, the *Criminal Code*, municipal by-laws and policies and other provincial legislation, contract holders and community volunteers are authorized to initiate enforcement at County programs and properties.

In the event that the contract holder or community volunteer cannot control the situation:

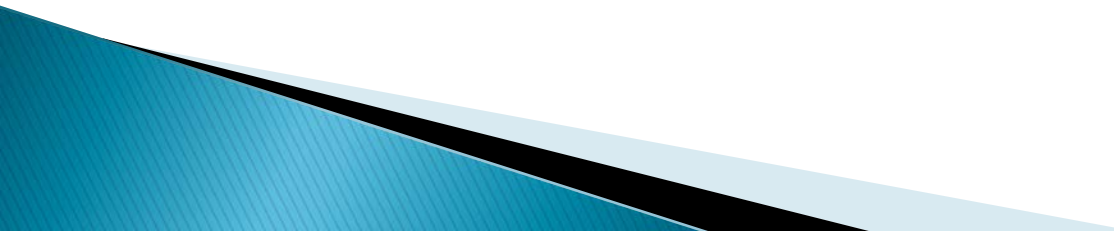
1. When possible, County of Brant facility staff should be asked for assistance; or
  2. In the event that County of Brant staff are not available, the contract holder and/or community volunteer should contact the Ontario Provincial Police for assistance.
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# Enforcement

When inappropriate behaviour, violence, vandalism or inappropriate use of technology is witnessed:

1. Assess the situation to determine if the policy should be enacted.
  2. Request that the identified party, without jeopardizing one's safety, cease the inappropriate behaviour and/or violence immediately.
  3. Advise the identified party that failure to cease the inappropriate behaviour, violence or vandalism that jeopardizes the safety of others or themselves will result in police being called and advise that they will be considered to be trespassing.
  4. If individual refuses to cease inappropriate activity, do not engage in a verbal or physical confrontation and call the police (911) to report the situation immediately
- 

# Enforcement cont...

5. Advise Supervisor/On Call Personnel.
  6. Complete third party incident/accident form or staff incident/accident form if applicable.
  7. Forward letter of sanction (issue notice of trespass to offenders) to be forwarded to the applicable Sport Associations by Community Services within a reasonable amount of time.
  8. Review incident.
  9. Follow up action shall be taken and documented.
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Behavior	Description	Consequence of 1 <sup>st</sup> Occurrence	Consequence of 2 <sup>nd</sup> Occurrence	Consequence of 3 <sup>rd</sup> Occurrence	Consequence of 4 <sup>th</sup> Occurrence
<b>Inappropriate behaviour non violent nature:</b>	-refusal to abide by specific program or facility rules or the terms of rental contract - inappropriate Verbal language and non verbal signs - illegal acts such as use of tobacco products or related products, e-cigarettes, alcohol and drugs - inappropriate use of technology	Verbal Warning Depending on severity of occurrence- Immediate ejection, followed by written warning at discretion of Facility Supervisor	1 month suspension	3 month suspension	6 month suspension
<b>Inappropriate behaviour with the potential to incite violence:</b>	- threats and attempts to intimidate - verbal assaults - throwing of articles - physical intimidation	Immediate ejection, police contacted, followed by written warning	6 month suspension	3 year suspension	
<b>Inappropriate behvaiour with physical violence:</b>	- physical contact - fighting (excluding on-ice, arena floor and sport field activities)	Immediate ejection, police contacted, 1 year suspension	3 year suspension	5 year Suspension	
<b>Vandalism</b>	- glass breakage, graffiti, theft, arson, property damage	<b>Immediate ejection. <u>Those identified as perpetrating vandalism will be required to pay 100% cost of repairs</u> (including but limited to materials, equipment, labour and administrative costs). A suspension may be applied. In the event that the individual(s) can't be identified, the contract holder <u>will be held responsible</u> and invoiced accordingly.</b>			

# Public Awareness Campaign

- Facility Signage
- Print Media
- Social Media
- Community User Groups

