

Community Services

Respect & Responsibility Policy

Policy Statement

The County of Brant's recreational properties and facilities, including but not limited to arenas, outdoor pools, parks, sports fields and associated parking lots exist to provide residents with opportunities to participate in sport and other recreational activities in a safe and positive environment. The County will ensure the most supportive climate possible so that people may enjoy their sport and learn about competition, teamwork, sportsmanship, and fair play.

As with many Ontario communities, the County of Brant's minor sport system is managed and operated by volunteers. These community-minded citizens contribute in many ways to the success of minor sport in Brant. It is the County's responsibility that they, too, have the ability to work in a safe and positive environment.

It is critical, then, for the County, through its Community Services Department, to do all things necessary to ensure that preventative measures are in place so that incidents of violent or inappropriate behaviour do not occur in its recreational properties and facilities.

Organizations using County recreational properties and facilities in cooperation with the County must take primary responsibility for the behaviour of all individuals associated with them including: players, officials, and spectators.

Policy:

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 and volunteers/organizations the authority to deal with unruly and violent behaviour with appropriate actions.

Definitions:

For the purpose of this policy, the definitions of inappropriate behaviour and/or violence, inappropriate use of technology and vandalism include, but are not limited to:

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
- 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

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

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 Steps

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.

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.
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.

Consequences

The following chart represents guidelines and outlines the consequences for acts of inappropriate behaviour, violence, vandalism or inappropriate use of technology in County of Brant's, recreational properties and facilities. It is understood it does not include all types of inappropriate behaviour, violence, vandalism or inappropriate use of technology, and that each incident will be evaluated on the information available at the time, and that the consequences outlined below are guidelines and may be adjusted to reflect the severity of conduct and/or actions involved. Any restrictions/suspensions apply to all County of Brant, recreational properties and facilities.

Subsequent acts of inappropriate behaviour, violence, vandalism or inappropriate use of technology will result in increased consequences and incidents may be reported to the OPP, County of Brant detachment, which may result in criminal charges being laid.

Behaviour	Description	Consequence of 1 st Occurrence	Consequence of 2 nd Occurrence	Consequence of 3 rd Occurrence	Consequence of 4 th Occurrence
Inappropriate behaviour non violent nature:	<ul style="list-style-type: none"> - 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 	<p>Verbal Warning</p> <p>Depending on severity of occurrence- Immediate ejection, followed by written warning at discretion of Facility Supervisor</p>	1 month suspension	3 month suspension	6 month suspension
Inappropriate behaviour with the potential to incite violence:	<ul style="list-style-type: none"> - 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	
Inappropriate behvaour with physical violence:	<ul style="list-style-type: none"> - 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	
Vandalism	<ul style="list-style-type: none"> - glass breakage, graffiti, theft, arson, property dmage 	Immediate ejection. Those identified as perpetrating vandalism will be required to pay 100% cost of repairs (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 will be held responsible and invoiced accordingly.			

To be considered for re-instatement, the individual(s) must arrange a meeting with representatives from the applicable Volunteer Organization, Staff (General Manager) and Political Body (Ward Councillor). This will ensure a fair process for reconsideration.

To be considered for re-instatement on a probationary basis beginning at the second occurrence. A commitment must be evident from the individual and their parent/guardian to adhere to the County of Brant recreational properties and facilities rules and policies.

There will be no reconsideration by the County with respect to the length of a suspension or prohibition. Where new information is available, a suspended individual may request reconsideration of the facts on which the suspension is based. Such request must be addressed to the three representatives listed above in consultation with the Facility Manager/Supervisor. All such decisions resulting from the three individuals are final.

When vandalism has been perpetrated, not only will the individual(s) responsible be subject to suspension as outlined above, but will be required to reimburse the County for the cost of repair, together with an additional administration charge of 100% of such cost.