

# Code of Conduct

The purpose of the Code of Conduct is to insure that there will be a safe and healthy environment for all Evendale recreational activities on Village premises or at Village sponsored events. Levels of violation will determine the range of responses that can be taken. Following are the levels of violation currently defined:

**Term 1: MOST SERIOUS VIOLATION:** Possession or use of a firearm, knife or other dangerous object. Possession is defined as an individual having the prohibited object on their person, or in their personal belongings, such as a coat, backpack or purse.

**Term 2: SERIOUS VIOLATION:** Possession, use, or being under the influence of drugs or alcohol (possession is defined as an individual having the prohibited object on their person, or in their personal belongings, such as a coat, backpack or purse); physical abuse of others; vandalism or damaging or defacing any property such as building, equipment, furniture or other articles belonging to the Village or other people; stealing, or; repeated occurrences of Other Violation (below) indicating a pattern of unacceptable behavior.

**Term 3: OTHER VIOLATION:** Threatening or intimidating actions towards others; disrespect, rudeness or "talking back" to someone in authority; sexual harassment; use of racial or ethnic slurs; use of inappropriate language or cursing, or; possession or use of tobacco by an individual under the age of 18 years. Possession is defined as an individual having the prohibited object on their person, or in their personal belongings, such as a coat, backpack or purse.

## **The following disciplinary rules apply depending on the violation:**

An individual who commits a MOST SERIOUS VIOLATION may, at the discretion of the Director of Recreation, be banned permanently from the Evendale Recreation Center and all activities sponsored by the Evendale Recreation Department.

An individual who commits a SERIOUS VIOLATION or OTHER VIOLATION may, at the discretion of the Director of Recreation, be suspended from the Evendale Recreation Center and all activities sponsored by the Evendale Recreation Department for a period of time up to the number of days specified below:

**OTHER VIOLATION (FIRST): 7 days**

**OTHER VIOLATION (SECOND) 30 days**

**SERIOUS VIOLATION (FIRST) 60 days;**

**SERIOUS VIOLATION 120 days.**

In addition to the above, an individual who commits a SERIOUS VIOLATION may be suspended from holding office in any club or from employment by the Evendale Recreation Department for one year.

If evidence is presented to the Director of Recreation by a suspended individual that counseling and/or treatment, appropriate to the violation committed, has been instituted or completed, the length of the suspension may be reduced at the discretion of the Director of Recreation.

## **Dress and Appearance**

The following attire is prohibited while visiting or attending programs, classes or special events at the Recreation Center or on Village grounds.

1. Clothing adorned with sexually suggestive slogans, profanity, lewd pictures or that which is offensive to a religion, race or national origin.
2. Clothing that is identifiable with any gang or group/cult.
3. Clothing or jewelry that promotes alcohol, drugs, tobacco, weapons or other harmful substances or clothing or jewelry that promotes disruptive and demoralizing values which are inconsistent with and counter-productive to recreation.

The following Village of Evendale Ordinances also relates to Code of Conduct issues and provides grounds for legal action for unbecoming conduct at ERC facilities.

## **Disrupting Official Business (Ord. 606.14 & 698.02/Disturbing Recreation Programs):**

1. No person shall willfully interfere with, disrupt or prevent the orderly conduct of any supervised recreation program being conducted by the Evendale Recreation Commission in any building, swimming pool or playground, located in or on any public property within the Village.

2. No person shall remain in or on public property after being notified by the Commission, or any employee acting under its supervision, that he/she is in violation of subsection (1) hereof.
3. The provisions of these sections shall be displayed in prominent places in and on public grounds being supervised by the Commission. (Ord. 12-61. Passed 4-6-61.) Whoever violates any of the provisions of this section is guilty of a minor misdemeanor. Punishment shall be as provided in Section 698.02.

#### ***Addendum to the Department's Code of Conduct Policy***

##### **Dress and Grooming**

No Phi Lambda Pi (PLP) member shall dress in a manner which presents a clear and present danger to the member's health and safety, or in a manner which causes interference with the PLP organization or "open house", or which creates a disruption, or which is considered inappropriate for program attendance. This includes, but is not limited to, tank tops, any clothing that reveals underwear, bra strap, oversized jeans, shorts and/or skirts that do not extend past his/her fingertips, shirts/blouses showing midriff, and any clothing or accessory containing offensive statements defined by the Department's Code of Conduct, i.e., "it's all relative in West Virginia." A member may be asked to leave a particular function if the member arrives to a function dressed in an inappropriate manner.

##### **Failure to Obey Instructions**

No member shall fail to comply with instructions or requests of Phi Lambda Pi (PLP) staff, or other authorized village personnel during any period of time when he/she is properly under the authority of such village personnel, i.e., "open house", scheduled day or overnight trips. Behavior found to be objectionable to the PLP staff or authorized village personnel because of its poor taste or inappropriate action in a public setting may result in program or special events suspension, up to and including overnight trips (i.e., Myrtle Beach trip.) Objectionable behavior includes, but not limited to, inappropriate touching, patting, and body contact with another person.