



ZERO TOLERANCE POLICY FOR VIOLENCE AND ANTI-SOCIAL BEHAVIOUR IN MUNICIPAL FACILITIES WITHIN THE TOWN OF KINDERSLEY

Policy Statement:

The Town of Kindersley's municipally owned or managed facilities, including but not limited to arenas and rinks, recreational centres, swimming pools, splash pads, parks and fields, trails, cultural halls and centres, libraries, museums, public works and parks shops, municipal administration office, water treatment plant, waste management facility, tourist booth, animal pound, and fire hall, exist to provide residents with the opportunities to be engaged and participate in sport, recreational activities, cultural activities, and to conduct business related to the municipality in a safe, positive, and respectful environment. By implementing this Policy, the Town of Kindersley commits to providing facilities where children, youth, and adults can enjoy sport, physical activity, cultural activity, and other community activities and business, and where values such as participation, teamwork, safety, fair play, integrity, and respect are fostered.

Included in this commitment is an understanding that individuals and organizations using any Town of Kindersley facilities and property must take PRIMARY responsibility for the behaviour of themselves and all others associated with them, including players, coaches, officials, spectators, organizers, board members, and any others.

Guiding Principles

- Occupying municipal facilities is a privilege not a right.
- Violent, abusive or hostile behaviour, such as verbal threats and insults, bullying, attempts to intimidate, as well as physical and verbal assault, battery, use of profanity, and showing disrespect, have no place in the Town of Kindersley's facilities.
- Committed volunteers and staff members provide programs and services for residents of and guests to the Town of Kindersley. These volunteers and staff dedicate time and energy to allow members of our community and guests to participate in sport, recreation, culture, and leisure activities, and to conduct Town-related business. Therefore, these volunteers and staff should have the ability to work in a safe, positive, and respectful environment, and so do all of the users and guests occupying Town-owned or managed facilities.

- Participation in community activities and events provides important social skills and a healthy lifestyle. Violence, harassment, bullying, and hostile behaviour can turn a positive experience into a negative one.
- Promotion of this Policy and positive participant and spectator behaviour will assist in the reduction of violent behaviours and contribute to a safer and more enjoyable experience.

Definition of Violence or Anti-Social Behaviour

For the purpose of this Policy, violence is seen as, but is not limited to, the following behaviour:

- Loud or repeated verbal assaults
- Threats and attempts to intimidate
- Throwing of articles in a deliberate or aggressive manner
- Aggressive approaches to another individual
- Physical striking of another individual
- Battery
- Bullying
- Vandalism to building or property
- Racial, ethnic, sexist, bigoted slurs
- Illegal consumption of alcohol or drugs
- Attempts to incite violence in others
- Outright disrespect of facilities, municipal staff, volunteers or other spectators and guests

Behaviour Inside An Area of Play in a Regulated Game

Inside an area of play (i.e. ice surface for a hockey game or at a facility), which is officiated by a sanctioned and regulated body within the Province of Saskatchewan and by a representative who follows and enforces the official rules of play (i.e. referee), the sanctioned representative will follow the official rules and regulations of the governing body, and may use this Policy to assist in enforcement of any such rules.

Even if the sanctioned officiant enforces on the playing surface the rules and regulations of the governing body, the Town of Kindersley reserves the right to further enforce this Zero Tolerance Policy if, in the opinion of the Chief Administrative Officer, it is warranted based on evidence observed first-hand or provided by a credible source.

Consequences

Individuals who engage in any of the behaviours outlined in this Policy may be subject to immediate ejection from the property or facility and a mandatory suspension from select or all municipal facilities for a period of time as outlined below.

Minor incidents of a non-threatening nature may initially result in an official verbal warning from municipal staff, and will be noted and reported.

Serious and physical assault incidents will be reported to the R.C.M.P. or other Authority and criminal or other charges may follow.

1. First offence: Minimum 30-day suspension from select or all facilities within the Town of Kindersley. A serious offence will result in an up to 365-day suspension, even if it is a first offence.
2. Second offence: Minimum 365-day suspension from select or all facilities within the Town of Kindersley.
3. Third or repeated offence: Will be dealt with at the discretion of the Chief Administrative Office and Council.

The above suspension time frame is a minimum only and may be extended by the Chief Administrative Officer on the advice of the Director responsible for the facility. Individuals who are identified and suspended in accordance with this Policy shall be prohibited from holding any positions within any Town-appointed committee, and any Town-affiliated organizations offering sport, cultural, and recreational programming within a Town of Kindersley facility for a period of 365 days.

There will be no reconsideration by the Town with respect to the length of a suspension or prohibition unless new information becomes available, in which case a suspended individual or organization may request reconsideration of the facts on which the suspension is based. Such information must be forwarded in writing to the Chief Administrative Officer who, in consultation with Council and the Director, will review the new information and provide a decision.

Where vandalism has been perpetrated, the individual will be required to reimburse the Town of Kindersley for any damages incurred for the total cost of repairs plus \$100.00 for administration fees, in addition to any charges that may be laid by the RCMP.

The Chief Administrative Officer authorizes the Kindersley R.C.M.P. detachment full jurisdiction over all facilities within the Town of Kindersley as part of any required investigation. The R.C.M.P. have the right to remove individuals not complying with this policy and implement any suspensions.