



BEHAVIOR MANAGEMENT POLICY

BEHAVIOR

The Frankfort Park District encourages and promotes the concept of fun for everyone. However, Frankfort Park District participants are expected to exhibit appropriate behavior at all times. Therefore, a behavior code has been developed to ensure a safe and enjoyable program for all participants. Additional rules may be developed for specific programs as deemed necessary by Frankfort Park District staff.

The Frankfort Park District's basic behavior code insists that participants shall:

1. Respect all participants, staff, volunteers, spectators, program participants and referees; and take direction from staff as needed or requested
2. Refrain from using abusive or foul language.
3. Refrain from threatening or causing bodily harm to self, staff, volunteers, spectators, program participants, and referees
4. Use all equipment and supplies appropriately and treat the hosting facility with care and respect, including any equipment and supplies that are not the property of the Frankfort Park District
5. Conduct themselves in a manner to ensure the facility being used is left in the same condition, or better, than when the Frankfort Park District participants and staff arrived.
6. Not possess any weapons.

DISCIPLINE

Frankfort Park District staff applies a positive approach to discipline and will periodically review rules with participants. Staff are willing to work with parents, guardians or caregivers to develop behavior modification programs as deemed necessary. The Frankfort Park District reserves the right to dismiss a participant from a program, individuals or members of the public from a facility or program area whose behavior is inappropriate or endangers the safety of themselves or others.

PROCEDURES

If the participant exhibits inappropriate actions, the following guidelines should be followed:

1. Program leaders should determine the severity of the action and immediately take steps to correct it. These may include, but are not limited to:
 - A verbal warning.
 - A supervised time-out from the program. The type of time-out may vary according to the situation (observational: from sidelines of activity; exclusion: away from the group, but within view of the activity; seclusion: time-out area with staff member present away from view of the activity). If physical restraint is used to protect against injury, the time-out should be documented on a conduct report. Any conduct report made should be given to the Recreation Supervisor.
 - A suspension from the program for a designated time period. When determining the timeframes of suspension, the Recreation Supervisor should consider the severity of the actions; the length of the program or activity; any past behavior issues with the individual; and willingness to improve their inappropriate behavior.
 - Dismissal from the program, league, or activity. If inappropriate behavior persists or the behavior completely disrupts a program, removal from the program or activity may be necessary. Individuals dismissed or suspended from a program, league, or activity will be logged for staff to monitor the individuals' status. Once again, the Frankfort Park District reserves the right to dismiss a participant whose behavior endangers his or her own safety or the safety of others.
2. If a participant receives a time-out or a suspension, the supervisor of the program should contact the parent/guardian. The supervisor should explain the inappropriate actions that were observed by the staff. Documentation is strongly recommended.
3. Communication between staff and parent should be ongoing regarding any further incidences of inappropriate behavior. Some other options may be discussed with the parent/guardian including:
 - Transfer to another program where inappropriate behavior may be less prone to occur.
 - Limited/reduced timeframe that participant is allowed to attend the program.
4. Appeals by the participant and/or participant's parent/guardian should be directed to the Superintendent of Recreation or Executive Director.

PROCEDURES FOR PARENT/GUARDIAN/SPECTATOR BEHAVIOR

If a parent/guardian/spectator exhibits inappropriate actions, the following guidelines will be followed:

1. Staff, Coaches, and Referees should determine the severity of the action and immediately take steps to correct it. These may include, but are not limited to:

- A verbal warning
 - Removal from program area or facility
2. Communication between staff and parent/guardian/spectator should be ongoing regarding any additional incidents of inappropriate behavior.

WHEN TO CONTACT THE POLICE

- If the participant makes a direct threat of hurting himself, call the parent/guardian immediately. If a parent/guardian is not available, call the police and immediately inform the direct supervisor or management staff.
- If a participant becomes overly aggressive and violent, call the police and immediately inform the direct supervisor or management staff.