

Subject:

## **Respect and Responsibility Policy**

**Policy #:** CMS-2025-06

**Effective Date:** 2025-05-27

**Amendment date:** Enter date

**Replaces:** CMS-2015-01

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## PURPOSE

The purpose of this policy is to ensure that safety and inclusion are prioritized for anyone who attends a County of Brant owned and operated Recreational Facility. Everyone is expected to adhere to established standards and rules. The policy aims to promote a positive, respectful, safe and supportive environment for all members of the public and employees.

## SCOPE

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 (including but not limited to, Community Groups, government sponsored programs, service clubs, and community partners) 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. Members of the public, not associated with an organization, accessing County of Brant Facility Space are to be responsible for their own actions and any members of their party whom they are taking responsibility for, such as minors.

## DEFINITIONS

**County of Brant Facility Space** - refers to County-owned and County-operated recreational facilities and spaces that are accessible to the general public and/or available to rent.

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 and/or the terms of a rental contract
- verbal assaults (profanity and/or loud verbal altercations, including racial, ethnic, cultural and/or sexual slurs, directed at other individuals within the facility such as, participants, spectators, referees, County staff and volunteers)
- harassment as defined by the Human Rights Code, engaging in a course of aggravating comments or conduct which is known or ought reasonably to be known to be unwelcome, and is directed towards anyone in attendance at a facility or property.
- threats and attempts to intimidate, can be verbal, physical or psychological.
- throwing of articles in a deliberate or aggressive manner
- aggressive approaches to 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 or create video(s) of participants, spectators, County staff or volunteers where consent is not given or is revoked, and/or in areas of a facility where there is an expectation of privacy, such as washrooms, dressing rooms, etc.
- 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 and/or data

## Vandalism

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

## POLICY DETAILS

The County of Brant is committed to making reasonable efforts to provide an inclusive, healthy, safe and respectful environment for everyone at its Recreation Facilities. County Facilities are accessed for a variety of purposes, including work, recreation, programs/activities, municipal services and cultural activities. A patron's experience with the County is based on the values of fairness, excellence, inclusion and fun.

All persons (members of the public, employees and volunteers) have the right to be safe and to feel safe while attending or working at a County Facility so that they can enjoy their activity, sport or interest. With this facility entry privilege, everyone needs to take responsibility to be accountable for their own actions and/or behaviour and to encourage an environment where there is respect for others. When certain instances arise, where individuals engage in inappropriate activities which compromise the health, safety and/or well-being of others, and their enjoyment and use of County Facilities, this policy outlines the consequences.

If any behaviours that match the descriptions above in definitions are directly witnessed by staff, volunteers or reported to such the following procedures are to be followed:

### 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 chart in Appendix A represents guidelines and outlines the consequences for acts of inappropriate behaviour, violence, vandalism or inappropriate use of technology in County of Brant owned and operated 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 based on the information available at the time. As such 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 owned and operated 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 and/or trespassing notices issued.

## Reinstatement

To be considered for re-instatement following any incident resulting in consequences because of this policy, the individual(s) must arrange a meeting with representatives from the applicable Volunteer Organization/individual and the applicable Director and General Manager of Community Services. 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.



# Community Services

There will be no reconsideration by the County with respect to the length of a suspension or probation. 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. If a suspension has been applied in the instance of vandalism the perpetrator cannot be considered for reinstatement until the County of Brant has received reimbursement for all damage expenses.

## Appendix A

Behaviour	Description	Consequence of 1st Occurrence	Consequence of 2nd Occurrence	Consequence of 3rd Occurrence	Consequence of 4th Occurrence
<b>Inappropriate behaviour non-violent nature:</b>	<ul style="list-style-type: none"> <li>• refusal to abide by specific program or facility rules or the terms of rental contract inappropriate</li> <li>• verbal language and non-verbal signs</li> <li>• illegal acts such as use of tobacco products or related products, e-cigarettes, alcohol and drugs</li> <li>• inappropriate use of technology</li> </ul>	<p>Verbal Warning</p> <p>Depending on severity of occurrence- Immediate ejection, followed by written warning at discretion of Parks &amp; Facility Supervisor and/or their designate.</p>	1 month suspension	3 month suspension	6 month suspension
<b>Inappropriate behaviour with the potential to incite violence:</b>	<ul style="list-style-type: none"> <li>• threats and attempts to intimidate</li> <li>• verbal assaults</li> <li>• throwing of articles</li> <li>• physical intimidation</li> </ul>	Immediate ejection, police contacted, followed by written warning	6 month suspension	3 year suspension	
<b>Inappropriate behaviour with physical violence:</b>	<ul style="list-style-type: none"> <li>• physical contact</li> <li>• fighting (excluding on-ice, arena floor and sport field activities)</li> </ul>	Immediate ejection, police contacted, 1 year suspension	3 year suspension	5 year suspension	
<b>Vandalism</b>	<ul style="list-style-type: none"> <li>• glass breakage, graffiti, theft, arson, property damage</li> </ul>	<p>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. If vandalism can be confirmed to have occurred during a specific contract, the permit holder will be held responsible and invoiced accordingly if individual members of the group are not identified.</p>			