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Title of Document: 6.5 LOPR_Behavior Standards & Consequences for Participants of Lake Oswego Parks & Recreation (LOPR) Activities (Code of Conduct – Participants)

All participants need to abide by these basic behavior standards. We encourage parents or guardians to review and discuss the behavior standards with their children participating LOPR activities. Adult participants in LOPR activities are held to the same standards. Voluntary participation in LOPR activities is consent to follow these behavior standards and consequences.

- ❑ Every participant in the activity is expected to **exercise respect**. This includes, but is not limited to: themselves, other participants, staff members, all people and places of business.
- ❑ Every participant in the activity is expected to be an **active listener**.
- ❑ Every participant in the activity is expected to **know and understand the rules** associated with the activity and follow them. Ask the staff member if you are unaware of the rules regarding the activity.
- ❑ Every participant in the activity is expected to **cooperate** with program operations.
- ❑ Every participant in the activity is expected to **communicate in an appropriate manner**. Harsh verbal words, tone of voice, foul language, sexually inappropriate behavior, or gestures will not be tolerated.
- ❑ Every participant in the activity is expected to **express civil conduct**. If physical contact is made with another person it must be a welcome gesture and appropriate. Horseplay, unwelcome teasing, pushing, kicking, hitting or fighting, etc. will not be tolerated and may result in suspension or expulsion from the activity
- ❑ Participants have the right to participate in an environment where all can achieve full potential without being impeded by discrimination or harassment based on race, religion, national origin, age, sex, marital status, political affiliation, veteran's status, disability, sexual orientation, gender identity, or any other status protected by applicable federal, state or local nondiscrimination laws. Harassment may be interpreted as verbal, visual or physical contact conduct.
- ❑ Every participant in the activity is expected to exercise an **attitude that elicits good will** towards others and activities.

- ❑ Every participant in the activity is expected to promote and support a safe fun and healthy environment through **productive participation**.

- ❑ **Consequences:** Any participant who engages in discriminatory, harassing, or otherwise objectionable behavior is subject to disciplinary action and removal from the program. When a participant's behavior, adult or child, is deemed inappropriate, they will be dealt with using the following steps.
 - 1.** If a participant displays inappropriate behavior, staff members will verbally request that the behavior be discontinued. If the participant is a child, and the behavior does not stop the staff will implement a time-out. Time-outs are given appropriate to the child's age, ability and the severity of the inappropriate behavior. If the child's behavior reoccurs or escalates, the parents will be notified immediately and the child will be removed from the activity for that day.

 - 2.** If a participant's unacceptable behavior continues on a regular basis, staff members and the participant (and their parent if the participant is a minor) will meet. A written report will be filed, stating the inappropriate behaviors already demonstrated and the expected changes for the next program meeting date. It is also to be stated that one more incident of unacceptable behavior will result in the participants' removal from the activity permanently, or for a specific period of time depending on the severity of the behavior. This report is signed by the participant, staff and parent if the participant is a minor. One copy will remain at the Parks and Recreation Department and the participant will retain another copy.

 - 3.** If, after the above procedures have been followed, inappropriate behaviors continue, the participant will be removed for the designated period of time, previously determined at the conference meeting. A parent will be contacted and requested to immediately remove the child from the activity if the participant is a minor.

Disclaimer: In extreme cases of unacceptable behavior that is physically threatening to other participants or staff, the Parks & Recreation Department (LOPR) reserves the right to immediately remove a participant from an activity/program.