

Thomson Lake Regional Park

Policy No.: **P- 01-2020**

Policy Title: **Zero Tolerance Policy Within Thomson Lake Regional Park**

1. Purpose:

The purpose of this Policy is:

- (a) Recreational facilities are a privilege not a right
- (b) Violent, abusive behavior, such as verbal threats and insults or attempts to intimidate as well as physical assault and battery have no place at Thomson Lake Regional Park facilities
- (c) Committed volunteers and staff members as well as contractors of Thomson Lake Regional Park. These citizens dedicate time and energy to allow everyone to enjoy the park. Therefore, these citizens should have the ability to work in a safe and positive environment.
- (d) Promotion of this policy and positive behavior will assist in the reduction of violent behaviors and contribute to a safer and fun experience throughout the park.

2. Definitions of Violence:

Violence is seen but not limited to the following behaviors

- a) Loud verbal assaults
- b) Threats and attempts to intimidate
- c) Throwing of articles in a deliberate or aggressive manner
- d) Aggressive approaches to another individual
- e) Physical striking of another individual
- f) Vandalism to buildings or property
- g) Racial or ethnic slurs
- h) Illegal consumption of alcohol or drugs
- i) Attempts to incite violence in other
- j) Outright disrespect of facilities, workers, volunteers, or contractors.

PENALTY CLAUSES

Individual (s) who engage in any of the above behaviors will be subject to immediate ejection from the following facilities for a period of time outlined below. Incidents of a verbal nature **may be** tolerated initially with a warning from the administrator or operations manager but will be noted and reported. Serious and physical assault incidents will be reported to the R.C.M.P Criminal charges may follow.

- a) First offence- 30-day suspension from all recreational facilities within Thomson Lake Regional park including the Clubhouse and Concession
- b) Second offence-365-day suspension from the date the incident happened.

The above suspension time frame is a minimum only and maybe extended by the park operations manager, administrator, or Thomson Lake Regional Park Board. Also, anyone who are identified and suspended in accordance to this policy may not hold employment or sit on the board within Thomson Lake Regional Park for a period of one year.

Where new information is available, a suspended individual may request reconsideration of the facts on which the suspension is based on.

An appeal may be made no sooner than 360 days after the suspension of the second offence. At which time, the individual may submit a written proposal to be reinstated on the basis of promising good behavior. A meeting with the administrator, park operations manager and well as the individual if they are younger than 18 a parent or guardian must be present for their appeal.

An individual will resume good standing after 365 days of good behavior and no incidents.

Where vandalism has been perpetrated, not only with the individual be subject to the above suspension but will reimburse Thomson Lake Regional Park for any damages incurred for the total cost of repairs.

Thomson Lake Regional Park authorizes the Gravelbourg R.C.M.P detachment full jurisdiction over all facilities within Thomson Lake Regional Park. The R.C.M.P have the right to remove individuals not complying with this policy and implement any suspensions.

Park Authority Readings and Adoption

Introduced and read for a first time this August 10,2020

Read for a second time this August 10,2020

Read for a third time this August 10,2020

Adoption of the Policy this day August 10,2020


.....
Chairperson


.....
Park Administrator

