
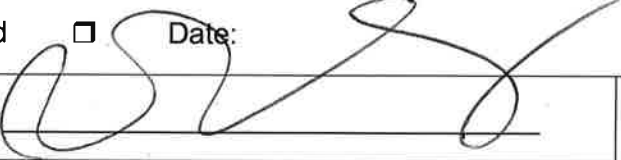


## Town of Marathon Guideline

<b>Town of Marathon</b>  	<b>Guideline:</b> Respect & Safe Access for All	<b>Section:</b> Community Services
	New <input type="checkbox"/> Effective: January 8, 2024 Revised <input type="checkbox"/> Supersedes Guideline dated: Reviewed <input type="checkbox"/> Date:	
<b>Guideline No. CS0019</b>	Approval: 	Page 1 of 3

**Purpose:**

The Town of Marathon Community Services Department welcomes users of all ages to use its facilities and services. The Town programs, facilities and properties are places that support learning and leisure for residents. All users and staff have the right to safety while attending a program, facility, or property. With this right comes the responsibility to be accountable for actions or behaviours that put the safety of others at risk.

This Guideline defines the measures and the enforcement steps that will be taken by staff, volunteers, organizations, and users in order to address unacceptable behaviour in recreational programs, in the Town owned or leased facilities and properties.

**Scope:**

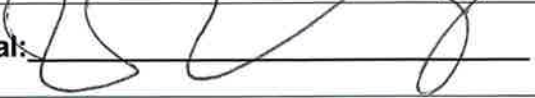
This Guideline shall apply to all staff, volunteers and all persons using recreation, parks and culture programs, facilities, and properties, including but not limited to patrons, guests, spectators, fans, coaches, players, parents, volunteers, staff, and the general public.

Inappropriate behavior prohibited for the purpose of this procedure includes, but is not limited to, the following:

- Verbal assaults directed at any person, including but not limited to, participants, officials, members of the public or Town staff/volunteers, which are aggressive or intimidating or have the potential of inciting violence.
- Throwing of articles in a deliberate or aggressive manner.
- Theft of property.
- Vandalism to buildings, structures or property owned by the Town.
- Racial, ethnic or homophobic slurs
- Horseplay, running and climbing on tables/chairs
- Unsupervised children/loitering
- Hockey or ball sports in hallways and dressing rooms
- Bullying or mistreatment which intimidates, humiliates, or demeans another person.



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### **Guideline:**

#### Posting for Public Awareness

1. The Community Services Department will post the Respect & Safe Access for All Guideline on Town website
2. Post signage for links to the Town's Respect & Safe Access for All Guideline
3. Bring awareness of the guideline to the users of our facilities.

#### Reporting of Guideline Violations

1. The Town's primary concern is the safety of the service users and staff.  
If at any time users or staff feel personally threatened, they are to call Ontario Provincial Police (OPP) immediately. It is NOT the expectation that staff, or users put themselves at risk or jeopardize one's safety in dealing with any perceived or real situation.
2. Town staff are to report acts of violence, vandalism, or inappropriate behaviors to their immediate supervisor and convey a report to appropriate association(s) within 24 hours.
3. Organizations and users of Town facilities are to report acts of violence, vandalism or inappropriate behaviors to the Community Services Manager within 24 hours.

#### Enforcement/Steps

##### **Violation of the Respect & Safe Access for All**

1. Where a finding has been made of violations of the Respect & Safe Access for All Guideline, possible penalties may include the following:
  - Warning letter.
  - Short term ban.
  - Long term ban.
  - Written trespass notice – charges may be laid under the *Trespass to Property Act*.

##### **Consequence of Non-Compliance**

1. Individuals who engage in any unacceptable behavior, as defined in this procedure, may, depending on the severity, be barred immediately from the premises and if necessary, a ban for a period of time. The ban may apply to all programs, facilities, and properties, if warranted.
2. All incidents that result in short term or long-term bans or barring from programs, facilities and properties will be followed up in writing by Community Services Manager, outlining the details of the suspension. Length of suspension will be determined by the CAO and will depend on the severity of the situation. The final decision related to the details of the banning will be made by the Community Services Manager or CAO.



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3. Appropriate staff will be notified of individuals who are barred or individuals who received a letter of trespass from Town properties and facilities. Appropriate organizations may be notified of the situation if warranted.
4. Incidents will be reported to the OPP if applicable, and charges may follow.
5. In addition to any other measures taken, where vandalism or theft has been perpetrated, the individual(s) responsible will be required to reimburse the Town for all costs associated with any repairs or where appropriate be asked to repair the damage as well as any lost revenues.

### Roles and Responsibilities

#### Town Staff

- Community services staff are the key personnel responsible for the implementation of this guideline.
- Staff are responsible for ensuring that preventative measures are in place so that incidents of violence, vandalism and inappropriate behavior do not occur in its programs, properties, or facilities.
- The Town shall work in partnership with community organizations and groups to ensure that their members have the opportunity to participate in a safe and positive environment and ensure commitment to the Respect & Safe Access for All.

#### Organizations, Users or Permit Holders

- Organizations, users or permit holders of Community Services programs, facilities and properties are primarily responsible for the behavior of everyone associated with them including participants, officials, spectators, patrons, parents, guests, etc.
- Organizations and user groups by virtue of their signed permits and or agreements for use of town facilities, programs and properties, are expected to promote, support and endorse the Town's operating procedures identified in this document and within their organizations. In addition, it is the responsibility of the permit holder to ensure all those involved with the group (including out of town groups) are aware of the Town's Respect & Safe Access for All.
- Casual users (non-permitted) are expected to abide by, support and endorse the Town's Respect & Safe Access for All.

#### Visitors

- Visitors to the Town of Marathon recreational programs, facilities or properties are responsible for behaving and acting in a manner that respects the rights of others in order for the services to be used and enjoyed by all.



respect. works here.