



Kaysville Parks and Recreation

Department Policy: Physical and Verbal Altercation Management

Definitions:

1. Sports Program and/or Program— including but not limited to: adult softball; adult basketball; pickleball; youth baseball and softball; youth basketball; youth flag and tackle football; youth soccer.
2. Activities – any program offering sponsored by Kaysville Parks and Recreation.
3. Events – any community event sponsored by Kaysville Parks and Recreation.
4. Series – program duration, season and/or tournament. If a tournament is part of the season the tournament shall be considered a continuation of the season.

Leaders; Participants; Spectators

- A. Leaders: A leader is an individual who holds any supervisory position, including but not limited to: program coaches; assistant coaches; program officials; program supervisors and program instructors. It is the responsibility of leaders to provide an environment where program participants can grow physically, mentally and socially. Program leaders are to provide an appropriate example of self-control and integrity for participants and spectators.
- B. Participants: A participant is an individual, other than a leader or spectator who takes an active part in a program or activity.
- C. Spectator: A person who is watching, attending or in the area of an event, sport or program.

Kaysville Parks and Recreation strives to promote the ideals of teamwork, physical conditioning, sportsmanship, civility, and respect for all throughout its programming. It is imperative that leaders, participants and spectators accept these goals and work together to insure they are met. Therefore, any offensive or unsportsmanlike conduct, including, but not limited to, fighting, verbal abuse or racial/gender epithets involving fans/audience, leaders or participants will not be tolerated.

Physical and Verbal Altercation Management

- I. **Fighting** – A hostile encounter with another party or parties, resulting in a physical struggle or contact will be defined as a “fight”. Fighting by any leader, participant or spectator associated with a Kaysville Parks and Recreation event/activity will not be tolerated.
 - a. Leaders: Any leader involved in a fight will be subject to the following disciplinary actions-
 - i. Up to a lifetime suspension as a leader or participant in programs related to the category of program in which the altercation occurred. If related to a sports program, suspension as a spectator for the remainder of the series.
 - b. Participants: Any participant involved in a fight will be subject to the following disciplinary actions:
 - i. Adults (18 and over), First Offense – One year suspension as a participant and lifetime suspension as a leader in programs related to the category of program in which the altercation occurred. If related to a sports program, suspension as a spectator for the remainder of the series.
 - ii. Youth (17 and under), First Offense – One week suspension as a participant, and/or spectator from all activities provided by Kaysville Parks and Recreation.
 - iii. Youth (17 and under), Second Offense – One year suspension as a participant. If related to a sports program, suspension as a spectator for the remainder of the series.
 - c. Spectators: Any spectator who is involved in a fight will be subject to the following actions:
 - i. First Offense – One week suspension as a spectator/fan and as a participant in any activities relating to the category of program at which the altercation occurred.

- ii. Second Offense – One year suspension as a participant or leader in any activities relating to the category of program at which the altercation occurred. If related to a sports program, suspension as a spectator for the remainder of the series.

- II. **Verbal Abuse** – An intentional act of insulting another individual or individuals with the aim of offending and employing profanity, name calling and personal defamation. This policy incorporates the use of physical gestures/ behaviors which convey insults nonverbally. If abusive language or behavior is directed to others at a program activity or event, the offender will be subject to the following actions:

- a. Leaders:
 - i. First Offense – One week suspension as a leader, participant or spectator from any activity relating to the category of program at which the offense occurred.
 - ii. Second Offense – One year suspension as a leader from any activities relating to the category of programs at which the altercation occurred.
- b. Participants:
 - i. Adults (18 and over), First Offense – One week suspension as a participant from any activity relating to the category of program at which the offense occurred.
 - ii. Adults (18 and over), Second Offense – One year suspension as a participant from any activity relating to the category of program at which the offense occurred.
 - iii. Youth (17 and under), First Offense – Immediate suspension as a participant from the activity at which the altercation occurs and from the next schedule activity in a series.
 - iv. Youth (17 and under), Second Offense – Suspension for the remainder of the series as a participant or spectator/fan from the program at which the altercation occurred.
 - v. Youth (17 and under), Third Offense – One year suspension as a participant from any activity relating to the category of program at which the altercation occurred. If related to a sports program, suspension as a spectator for the remainder of the series.
- c. Spectators:
 - i. First Offense – Immediate suspension from the game or activity.
 - ii. Second Offense – One week suspension as a participant and spectator from any activity related to the category of program at which the offense occurred. One year suspension as a leader from any activity related to the category of program at which the offense occurred.
 - iii. Third Offense – One year suspension from any activity related to the category of program at which the altercation occurred. Lifetime suspension as a leader from any activity related to the category of program at which the offense occurred.

- III. **Racial and Gender or Religion Related Epithets** – Kaysville Parks and Recreation will not tolerate the use of epithets related to race, color, religion, creed, gender or sexual orientation. Any person found to have used such epithets will be subject to the following actions:

- a. Leaders – Up to a Lifetime suspension as a leader from any activity or event related to the category or program at which the offense occurred.
- b. Participants -
 - i. Adults (18 and over), First Offense – One year suspension as a participant, leader and spectator from all activities and events related to the category of program at which the offense occurred.
 - ii. Adults (18 and over), Second Offense – Lifetime suspension as a participant and leader in all activities related to the category of program at which the offense occurred. One year suspension as a spectator from all activities and events related to the category of program at which the offense occurred.
 - iii. Youth (17 and under), First Offense – Immediate suspension from the activity. If the activity is one of a series/season suspension from the next two scheduled activities.
 - iv. Youth (17 and under), Second Offense – One year suspension as a participant and spectator from all activities and events related to the category of program at which the offense occurred.
 - v. Youth (17 and under), Third Offense – Suspension as a participant and/or spectator from all activities related to the category of program at which the offense occurred until the age of 18, or for one year, whichever is greater.

IV. Other Unacceptable Behavior

- a. Should any incident arise at Kaysville Parks and Recreation activities or events involving inappropriate conduct not specifically addressed in I., II., III., the Department may institute penalties consistent with this policy.

Procedures Following Incidents

When an incident occurs at a Kaysville Parks and Recreation activity or event, the ranking supervisor or official will have the offending individual(s) escorted from the facility. If the offending individual(s) refuses to leave the premise, the Kaysville Police will be contacted and asked to enforce the ruling.

Individuals banned for a significant period of time will be sent a registered letter stating the violation of policy and the penalty in effect. The individual(s) will then have seven days from receipt of the letter to respond with a written statement. The response must be received by Kaysville Parks and Recreation, 85 North 100 East, Kaysville Utah 84037 on or before the seventh day after acceptance of the registered letter.

After the written statement is received, an investigation will be conducted and the judgment rendered within ten working days from receipt of the written response.

The investigation will be conducted by the Recreation Director or Recreation Coordinator which produced the activity at which the incident occurred. During the investigation, the individual will be suspended from all activities and events related to the program at which the incident occurred.

If, at the conclusion of the investigation, the department rules the individual is guilty of the violation, the individual will be subject to the penalties and suspensions stated in the policy.

If the individual so chooses he/she may appeal the decision to the staff members immediate supervisor.

Cognizant of the possibility of many contributing factors in certain situations, Kaysville Parks and Recreation charges its program staff members with the responsibility of making decisions and judgments in keeping with the objectives and give them authority to modify penalties according to circumstances.

Effective January 2017