

NORWICH RECREATION DEPARTMENT PARTICIPANT CODE OF CONDUCT

The Norwich Recreation Department has adopted the following code of conduct for all program participants. We expect parents or guardians to review and discuss the behavior standards with their children participating in our programs, and for Coaches, Instructors and Counselors to similarly discuss these standards with players or participants. Coaches, Instructors, Counselors and adult participants in our programs are held to the same standards. Your voluntary participation in our programs is your consent to follow these behavior standards and the resulting consequences.

Expectations:

1. Every participant in the program is expected to exercise *respect*. This includes respect for themselves, other participants, staff members, coaches, officials, opposing teams, and facilities. For programs with games against other communities, technical fouls or unsportsmanlike conduct is unacceptable. Players and participants represent the Town of Norwich and are expected to comport themselves as such.
2. Every participant in the program is expected to be an *active listener*.
3. Every participant in the program is expected to know and understand the *rules* associated with the activity and follow them. Ask the coach or activity supervisor if you are unaware of the rules regarding the activity.
4. Every participant in the program is expected to *cooperate* with program operations.
5. Every participant in the program 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. Coaches, Instructors and Counselors are expected to comport themselves in a professional, positive manner, and ensure that all participants are able to meaningfully participate in every activity.
6. Every participant in the program 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 program.
7. Participants have the *right to participate* in an environment where all participants can achieve their full potential without being impeded by discrimination or harassment based on race, religion, national origin, age, sex, sexual orientation, marital status, political affiliation, veteran's status, disability, or any other status protected by applicable federal, state, or local nondiscrimination laws. Harassment may be verbal, visual or physical contact conduct.
8. Every participant in the program is expected to exercise an *attitude* that elicits good will towards others and program activities.
9. Every participant in the program is expected to promote and support a *safe, fun and healthy environment* through productive participation. This means that players for programs involving games should expect to have roughly equivalent playing time, with any exceptions to this expectation being discussed in advance with the Director and communicated to the participants (and the participants' parents, as applicable).

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 or obstructive 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 remove the child from the activity. The length of time will be appropriate to the child's age, ability and the severity of the behavior. If the child's behavior reoccurs or escalates, the parent will be notified immediately, and the child will be removed from the program for that day. The parent will be asked to review our Code of Conduct policy with their child, and return to staff after both child and parent have agreed to and signed the document.
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 participant's removal from the program 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 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 program if the participant is a minor.

In extreme cases of unacceptable behavior that are physically threatening to other participants or staff, the Recreation Department reserves the right to immediately remove a participant from a program. During the COVID-19 pandemic, inappropriate behavior will be extended to refusal to wear a mask when requested, or adhere our sanitation and distancing guidelines.

If you have any questions or comments, please contact the Director.

Athlete Name & Signature: _____

Parent/Guardian Name & Signature: _____