



Baltimore County Department of Recreation and Parks Parent/Guardian/Participant/Coaches Code of Conduct

Purpose:

Baltimore County Department of Recreation and Parks provides quality recreational and leisure opportunities that are safe, welcoming, and inclusive. The purpose of this Code of Conduct is to create a safe and enjoyable environment for all visitors and participants in Baltimore County Department of Recreation and Parks owned or operated facilities and programs.

Expectations:

All Visitors are expected to:

- Treat all people with dignity and respect.
- Use appropriate language, tones, and volume when communicating.
- Be responsible and exercise self-discipline.
- Respect the rights and privileges of others.
- Respect property, including BCRP owned and operated facilities and equipment.
- Cooperate with staff and follow all rules and regulations.

All Player/Participants are expected to:

- Players and participants are expected to demonstrate good positive behavior at all times, including during games, practices, activities, and when interacting with staff, teammates, opponents, coaches, and officials. This includes:
 - Treating others with respect, regardless of their skill level or background
 - Playing and participate fair and within the rules
 - Accepting the results of games and activities gracefully
 - Refraining from negative or abusive language or behavior
- Players and participants are expected to take all necessary precautions to ensure the safety of themselves and others. This includes:
 - Wearing appropriate safety equipment
 - Following safety rules and procedures
 - Reporting any unsafe conditions or behaviors immediately

All Parents/Guardians are expected to:

- **Respect and Courtesy:** Treat all participants, including staff, coaches, officials, other parents, and children, with respect and courtesy.
- **Positive Support:** Encourage and support all participants in their endeavors, regardless of their skill level or performance.
- **Sportsmanship:** Promote fair play and sportsmanship at all times. Refrain from booing, taunting, using profane language or gestures, or engaging in any other unsportsmanlike conduct.
- **Respect for Decisions:** Respect the decisions of coaches, officials, and other authorized personnel. Avoid openly questioning or confronting them before, during, or after events.
- **Open Communication:** Communicate any concerns or issues with coaches or program leaders in a calm and respectful manner.
- **Safety:** Prioritize the safety and well-being of all participants. Refrain from engaging in behavior that could endanger oneself or others.
- **Positive Role Model:** Set a positive example for children by demonstrating respectful and appropriate behavior.

All Coaches are expected to:

- **Respect:** Coaches should treat all individuals with respect, regardless of their age, gender, ethnicity, ability level, or background. This includes respecting athletes, parents, officials, opponents, and spectators.
- **Integrity:** Coaches should be honest and ethical in their conduct. They should avoid cheating, lying, or using unfair tactics to gain an advantage.
- **Fairness:** Coaches should treat all athletes fairly and equitably. This includes providing all athletes with equal opportunities to participate and develop their skills.
- **Responsibility:** Coaches should take responsibility for their actions and the actions of their athletes. They should be role models for their athletes and help them to develop positive character traits.
- **Competence:** Coaches should possess the necessary knowledge and skills to coach their sport effectively. They should stay up-to-date on the latest coaching techniques and best practices.

Enforcement:

Baltimore County Department of Recreation and Parks staff are authorized to enforce the Code of Conduct. Any person in violation of the Code of Conduct may be subject to formal disciplinary actions.

All such actions shall be governed by the following principles:

- **Corrective.** The intent of the disciplinary action is not to punish, but to correct unacceptable behavior. Accordingly, disciplinary action should only be as severe as necessary to bring about the desired change.
- **Consistent.** Similar consequences shall be imposed for like offenses.
- **Nondiscriminatory.** Disciplinary action shall not be influenced by race, color, religion, age, personal beliefs, national origin, disability, gender, sexual orientation or any other factor other than the circumstances of the incident.
- **Timely.** Disciplinary action shall be initiated as soon as practical following the occurrence of the said infraction.
- **Progressive.** A more severe action shall be imposed upon an individual if the person has received prior disciplinary action. Prior offenses need not have been of the same nature as the current offense to warrant a more severe action.

The Baltimore County Department of Recreation and Parks reserves the right to have any individual removed from County recreational facilities and/or programs, and subsequently suspend participation for a defined length of time in accordance with this policy. Any participant suspended from a County recreational facility or program is suspended from all Parks and Recreation programs and recreational facilities. Refunds will not be provided to anyone asked to leave any facility or program for disciplinary reasons.

On the day of the incident, the supervisor on duty of the recreation facility or program can require any participant to leave the premises immediately due to an incident requiring disciplinary action. Staff members will document each incident on an official Parks and

Recreation Incident-Accident Report form. Incident-Accident Reports will be retained for five (5) years in accordance with the Department's Records Management Policy.

Incidents potentially requiring disciplinary action shall be immediately reported to the appropriate site manager and division chief. Final decisions regarding the length of the suspension, if warranted, will be made by the Deputy Director and/or the Director of Recreation and Parks, following the terms outlined in this policy. A current list of suspensions and dates of reinstatement will be maintained by the Specialist Officer 1, Application Analyst.

Written notification of suspension will be sent to a participant's parents or legal guardian if that individual is under 18 years of age (assuming the department is able to secure a method of contact). If the participant is over 18, written notification will be sent directly to the participant.

All suspensions begin immediately, with the next calendar day after the incident considered day one of the suspension.

Level 1

Offenses to include but not limited to:

- Inappropriate Language/Actions
- Violation of Rules
- Failure to Check-in at Designated Point of Entry
- Providing False Contact Information or False Name Upon Check-In
- Refusal to Follow Staff Instructions

Consequence:

1st Offense: Verbal Warning and Correction of Behavior

2nd Offense: 7-Day Suspension

3rd Offense: 14-Day Suspension

4th Offense: Move to Level 2 - 1st Offense

Level 2

Offenses to include but not limited to:

- Aggressive, Harassing or Threatening Behavior
- Bullying
- Fourth or Greater Level 1 Offense

Consequence:

1st Offense: 30-Day Suspension

2nd Offense: 60-Day Suspension

3rd Offense: 90-Day Suspension

4th Offense: Move to Level 3 - 1st Offense

Level 3

Offenses to include but not limited to:

- Fighting (police may be called to respond)
- Misdemeanor, Theft, Vandalism, Simple Assault or Violation of Drug or Alcohol
- Policies.
- Fourth or Greater Level 2 Offense

Consequence:

1st Offense: 120-Day Suspension

2nd Offense: Move to Level 4 - 1st Offense

Level 4

Offenses to include but not limited to:

- Felony, Theft or Vandalism of \$500 or More, Aggravated Assault (serious bodily harm or use of a weapon).
- Death Threat to Staff or Patron
- Second or Greater Level 3 Offense

Consequence:

1st Offense: Minimum 365-day suspension or longer depending on the severity of incident at the discretion of the Deputy Director. Criminal Trespass order may also be requested by the Department through the Baltimore County Police Department.

The Department of Recreation and Parks may suspend an individual from the use of recreation facilities and programs, without appeal, for a period up to thirty days by informing the individual in writing that they have failed to adhere to the disciplinary policy. Individuals suspended from programs, or facilities for a period of more than thirty days shall be notified in writing within five (5) business days of the decision to suspend the individual from participation and use of facilities. The individual will have fifteen (15) business days from the time of receipt of the notification to request an appeal of the disciplinary action in writing stating why the individual should not be suspended. A written request for appeal must be mailed to the Director, Baltimore County Department of Recreation and Parks, 9831 Van Buren Lane, Cockeysville, MD 21030, or sent via email to recparks@baltimorecountymd.gov. A request for appeal will not automatically delay the suspension; disciplinary actions shall take effect immediately and remain in effect unless an appeal is granted and the suspension is overturned.

Per County Code Section 30-1-202(d), Article 30, Title 1, only the Director has authority to permanently ban an individual(s).

Reporting Violations:

If you see someone in violation of the Code of Conduct, please report violations to a Recreation and Parks staff member immediately. Thank you for your cooperation in creating a safe and enjoyable environment for everyone.