



DISSORDERLY CONDUCT POLICY AND PROCEDURE POLICY # HCSL1002

Hill Country Sober Living LLC is committed to maintaining a safe, structured, accountable, and recovery-focused living environment. Residents are expected to conduct themselves in a manner that promotes safety, respect, personal responsibility, and the recovery of others.

POLICY

Disorderly conduct is prohibited and includes behavior that disrupts the peace, safety, order, or recovery environment of the residence or interferes with the rights of other residents, staff, or visitors.

The opportunity for a Strategic Accountability Plan following voluntary disclosure of substance use does not apply automatically to violence, abuse, threats, sexual misconduct, exploitation, retaliation, or other conduct presenting an immediate safety concern.

Examples of disorderly conduct may include, but are not limited to:

- Excessive yelling, screaming, or disruptive noise.
- Fighting, physical altercations, or attempts to provoke a physical confrontation.
- Threatening, intimidating, or aggressive behavior.
- Harassing, bullying, or repeatedly provoking another resident.
- Using abusive, degrading, or threatening language toward residents, staff, or visitors.
- Deliberately disturbing another resident's sleep, privacy, or ability to participate in recovery.
- Destruction, misuse, or unauthorized use of house or personal property.
- Repeated refusal to follow reasonable house rules or staff directives.
- Creating disturbances in or around the residence that negatively affect the household or surrounding community.
- Engaging in behavior intended to disrupt house meetings, recovery activities, or normal house operations.

- Excessive or inappropriate behavior associated with intoxication or substance use.
- Encouraging or assisting another resident in engaging in disruptive or unsafe conduct.
- Any other behavior determined by management to create a significant disruption to the safety, order, or recovery environment.

EXPECTATION FOR RESIDENT CONDUCT

Residents are expected to communicate concerns respectfully and appropriately. Disagreements between residents do not excuse threatening, intimidating, abusive, or disruptive behavior.

Residents should seek assistance from staff when a conflict cannot be resolved appropriately between individuals.

RESPONSE TO DISORDERLY CONDUCT

Staff will assess the circumstances and seriousness of the behavior and may take appropriate corrective action, including:

- Verbal counseling or redirection.
- Written warning.
- Behavioral agreement.
- Corrective action plan.
- Increased supervision or accountability.
- Mediation or conflict-resolution measures when appropriate.
- Other disciplinary action consistent with house policy.

Serious or repeated disorderly conduct may result in dismissal from the program.

IMMEDIATE SAFETY CONCERNS

Violence, credible threats of violence, physical assault, serious intimidation, or conduct creating an immediate safety risk may result in immediate intervention and removal from the residence, consistent with the resident agreement and applicable requirements.

Emergency services may be contacted when circumstances warrant.

IMMEDIATE DISMISSAL

Immediate dismissal may be appropriate when:

- The resident's conduct creates a significant safety risk.
- The resident engages in violence, abuse, threats, sexual misconduct, intimidation, exploitation, or retaliation.
- Continued residency is determined to be incompatible with the safety or recovery environment of the house.

DISCIPLINARY DOCUMENTATION

Significant incidents of disorderly conduct will be documented using the program's disciplinary documentation procedures using the program's Disciplinary Documentation Form disclosing the following:

- Date and time.
- Resident name.
- Nature of the violation.
- Applicable house rule or policy.
- Relevant facts provided by the resident.
- Drug/alcohol testing, when applicable.
- Immediate actions taken.
- Management determination.
- Corrective action.
- Strategic Accountability Plan, when applicable.
- Follow-up dates.
- Resident acknowledgment.

Documentation should remain factual, objective, professional, and confidential.

NON-RETALIATION

Residents may report behavioral concerns or safety issues to staff without fear of retaliation. Retaliation, intimidation, or harassment directed toward a resident because they reported a concern or participated in an investigation is prohibited.

RESIDENT ACKNOWLEDGMENT

By signing below, the resident acknowledges receipt and understanding of this policy and understands that continued residency is contingent upon compliance with the sober-living program's rules and expectations.

Resident Name: _____

Resident Signature: _____

Date: _____

Program Representative: _____

Signature: _____

Date: _____