

Code of Conduct

Overview

The Edgewater Parks and Recreation Department (EPRD) strives to create an environment of courtesy and respect for all participants. EPRD expects reasonable and appropriate behavior for those who visit and use facilities. EPRD has established a Code of Conduct to ensure safety and enjoyment of City facilities and programs. Physical, mental, verbal or emotional abuse will not be accepted or tolerated by anyone visiting an EPRD facility or participating in any EPRD activity, event, or program.

Any EPRD employee is authorized to enforce the Code of Conduct at any time, along with any rules and regulations as applicable to the facility, activity, park or program. EPRD reserves the right to deny admission or take disciplinary action against any person(s) violating the Code of Conduct or exhibiting action deemed inappropriate.

Diversity, Equity, Equality and Inclusion Statement

The City of Edgewater is committed to Diversity, Equity, Equality, and Inclusion. Our culture is one of belonging and our core values are: Empowering Inclusion, Displaying Integrity, Generating Service, and Engaging Cooperation.

- We create equal opportunities for staff to thrive.
- We provide empathy, inclusivity and understanding.
- We remove barriers of language, device, ability, or connectivity.
- We embrace diversity of background, perspective, culture, experience, and disability.

The City continually leverages our exceptional services to create positive conditions for staff and the Edgewater community. Our commitment to Diversity, Equity, Equality and Inclusion is supported with the City's core values of Empowering Inclusion, Displaying Integrity, Generating Service, and Engaging Cooperation. We strive to create conditions that provide both staff and guests with an equal opportunity to thrive. We strive to have representation in our staff and guests, and always provide empathy, inclusivity and understanding, by removing the barriers of language, device, ability, or connectivity.

Edgewater Parks and Recreation Facility:

- Respect **ALL** members & equipment.
- No food, alcohol or beverages allowed (except closed lid drinks).
- Wipe down equipment after each use for the next member.
- Wear proper attire at **ALL** times. Shirts & Shoes required at **ALL** times. No sandals/flip flops).
- Please follow equipment directions carefully.
- Use equipment at **YOUR OWN RISK**.
- No horseplay.
- Do Not Drop Weights!
- Please Re-Rack Weights.
- Please report faulty or damaged equipment to a staff member immediately.
- No outside speakers/music. Please use headphones for personal music/audio.
- **NO OFFENSIVE LANGUAGE**.
- Please be watchful for your belongings. We are not responsible for lost or stolen items.
- You **MUST** be 14 years old or older to use Fitness Center.

Edgewater Parks and Recreation Gymnasium:

- Foul language is not acceptable under any circumstance.
- Food or drink is prohibited.
- No “trash-talking”, taunting or verbal intimidation will be allowed.
- Fighting may result in disciplinary action up to and including a suspension or permanent expulsion from the Edgewater Recreation Center.
- Appropriate athletic attire must be worn. Soft-soled, non-marking athletic shoes are required. Large or dangling jewelry is not recommended.
- No dunking or hanging on rims and/or nets.
- Do not lean, sit, or pull on the divider curtain.
- Scheduled programs may take priority over open recreation. Do not disrupt classes, events, or leagues.
- Action interfering with staff’s ability to provide a safe environment will be cause for ejection.

Universal Expectations:

In addition to the posted facility policies, the following conduct or behavior is not permitted at any time, at any EPRD program or facility.

- All bicycles, scooters, shopping carts, etc. must be secured outside and are not allowed inside of the facility. There are locks available at the front desk.
- Lost and found items are kept for thirty days. After the thirty days, if items are eligible, they are donated to a charitable organization.
- Facilities may not be used for private or commercial purposes unless such activity has been approved by an administrator.
- Possession of weapons of any kind pursuant to Edgewater Municipal Code, Sec. 10-12-70.
- Unlawful open carry of firearms pursuant to Edgewater Municipal Code, Sec. 10-12-65.
- Concealment, use and sale of injurious substance pursuant to Edgewater Municipal Code 10-12-80.
- Smoking or use of tobacco products, including any type of electronic vape device.
- Possessing, consuming, or being under the influence of alcohol marijuana, or illegal drugs.
- Disorderly conduct of any kind, including excessive noise, or otherwise causing a disruption to the peace and order.
- Sexual misconduct, indecent exposure, voyerism, exhibitionism or other lewd acts.
- Harassment of guests or staff, either verbally or physically. This includes harrassment on the account of race, religion, ethnic background, gender or sexual orientation.
- Posting or distributing unauthorized material or literature.
- Failure to cooperate with staff.
- Any unlawful activity and any other behavior deemed offensive or unacceptable.
- Using a cellular telephone, audible pager, audio equipment, audio-visual equipment, or computer equipment so that it disturbs others.

Zero Tolerance Policy (violence, percived violence)

- Verbal or physical assaults
- Physical, emotional, verbal or sexual harassment
- Weapons of any kind
- Bullying and intimidation
- Attempt to incite violence
- Vandalism to the building, property or materials within the builing/property.

- Racial, ethnic, or sexual remarks
- Offensive gestures or behaviors
- Public intoxication or consumption of alcohol or drugs

Definition	Examples, include but not limited to	Possible Action
Minor violations that only require verbal redirection from staff	Horseplay, foul language, breaking facility rules, etc.	<ol style="list-style-type: none"> 1. Verbal Redirection
Repeated minor violations that require continued staff attention and redirection	Repeated minor violations	<ol style="list-style-type: none"> 1. 2nd verbal redirection 2. Phone call to parent/guardian if applicable 3. Documentation of violation 4. Review Code of Conduct with patron. Further disciplinary actions, including but not limited to ejection from the facility for the remainder of the day
Serious violation that requires staff intervention	Theft, fighting, vandalism, harassment, inappropriate language, etc.	<ol style="list-style-type: none"> 1. Contact police if necessary 2. Documentation of violation 3. Provide patron or parent/guardian with written notification of violation and consequence 4. Facility suspension lasting at least one day and for a maximum of thirty days
Significant violation that requires staff intervention to ensure the safety of patrons and staff	Direct or perceived verbal or physical threats, actual violence, vandalism, or theft resulting in police contact	<ol style="list-style-type: none"> 1. Contact police, if appropriate 2. Documentation of violation 3. Provide patron or parent/guardian with written notification of violation and consequence 4. Facility suspension lasting at minimum thirty days up to an indefinite suspension 5. Patron must meet with facility staff after the defined suspension prior to re-entering the facility
Significant violations that require staff intervention to ensure the safety of patrons and staff. Often requires police intervention	Violence resulting in bodily harm, possession of drugs and/or weapons resulting in police contact	<ol style="list-style-type: none"> 1. Contact police 2. Documentation of violation 3. Provide patron or parent/guardian with written notification of violation and consequence 4. Indefinite or permanent expulsion or membership cancelation