

Code of Conduct
Fayetteville-Cumberland Parks & Recreation

Fayetteville-Cumberland Parks & Recreation activities are made available to youth and adults to enjoy fun and wholesome recreational programming that teaches character and sportsmanship. FCPR supports the belief that all recreational programming and experiences should be positive and safe with sportsmanship and enjoyment the primary goal. To achieve this goal, FCPR strives to provide a safe environment for participants of these programs and to protect them from harm to the best of its abilities. To that end, all participants and spectators must be held accountable for their behavior and zero tolerance given for intentional violation of this Code of Conduct.

EXPECTATIONS

- Treat all parties involved with dignity and respect.
- Use appropriate language, tones and volume when communicating. When in doubt, remain silent.
- Become knowledgeable, understanding and supportive of all established guidelines, rules, policies and procedures applicable to related programming.
- Recognize/acknowledge FCPR programming as a privilege that can be rescinded for the greater good.

Unfortunately, aggressive behavior is on the rise in recreational programming. Negative attitudes, verbal abuse of officials, poor sportsmanship, profanity, child predators and violence are casting a negative light in our arena. It is for that reason penalties have been assessed and will be enforced for acts perceived by FCPR as intentional violations.

PROCEDURES

- When an incident occurs at any FCPR activity/event, FCPR officials have the authority to institute immediate suspensions. FCPR officials will offer to escort the offending individual(s) from the facility. If the offending individual(s) refuses to leave the premises, local authorities will be contacted immediately and asked to enforce the ruling.
- Individual(s) removed from the facility in this manner will be sent a registered letter stating the violation of policy and the penalty in effect. The individual(s) will then have forty-eight (48) hours from receipt of the letter to respond to FCPR with a written appeal.
- After the written appeal is received, an investigation will be conducted and FCPR will render a final decision within ten (10) working days from receipt of the appeal.
- A panel consisting of the facility supervisor, program supervisor, immediate supervisory staff and a department superintendent will conduct the investigation. During the investigation, the individual(s) will be suspended from all FCPR activities/events/facilities. Individual(s) requesting the appeal may be asked to appear before an appeal review committee led by the FCPR Director. This decision will be final.
- Suspensions of less than ten (10) days cannot be appealed.

It is FCPR's sincere desire that situations never warrant the removal of an individual from any activity, event or facility. However, it is the department's obligation to maintain a controlled, safe and healthy atmosphere for everyone. Recreational activities are designed to foster qualities such as character building, social interaction, enjoyment and relaxation while educating the general public and promoting healthy lifestyles. These activities are not designed to be overly competitive and FCPR does not promote this contention.

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OFFENSE & PENALTY (to include but not limited to:)

Level 1 - *Standard*

- Offense Failure to follow departmental established guidelines, rules, policies and procedures as applicable to related programming; failure to comply with an FCPR official's decision; taunting/mocking/harassment of players; disgruntled expressions such as rude gestures or comments, screaming and loudly disagreeing with others or obscene/profane/vulgar language; throwing/kicking/striking of bats, balls and other miscellaneous equipment; unnecessary roughness among participants.
- Penalty Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum ten (10) day suspension.

Level 2 - *Verbal*

- Offense Malicious obscene/profane/vulgar verbal abuse directed towards another individual; verbal epithets related to race, color, religion, creed, gender or sexual orientation; verbal communication of threats, physical violence or acts of insulting another with intention to offend, defame or embarrass.
- Penalty Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum thirty (30) day suspension.

Level 3 - *Physical*

- Offense Physical aggression towards another; pushing, shoving, striking or touching another individual with the perceived intent to incite, inflict or cause harm; invading another individual's personal space during a dispute.
- Penalty Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum one hundred eighty day (180) day suspension.

Level 4 - *Unlawful*

- Offense Any violation of North Carolina law; possession of firearms, knives, explosive devices weapons or under the influence of alcohol, narcotics, controlled substances, chemical or drug paraphernalia; assault with or without a weapon.
- Penalty Not necessarily preceded by a warning...immediate ejection and removal from the premises and a minimum one (1) year suspension.

***** PLEASE NOTE: Suspensions will be tracked and monitored. Individuals who have been suspended will be immediately placed on probationary status for a period of one (1) year from the date of the offense. A second offense by the same individual within one (1) year, regardless of nature, will result in double the term of the penalty and an extension of probationary period from the date of the second offense. A third violation by the same individual within one (1) year, regardless of nature, will void all FCPR privileges indefinitely. Failure to comply with these guidelines will result in legal action. *****