



Code of Conduct

SNR's recreation programs are designed to offer participants an opportunity to meet other people with similar interests and try out an activity in a fun and safe environment. To ensure that this is an enjoyable opportunity we have established a mandatory Code of Conduct for all individuals (this includes but is not limited to: participants, parents, siblings, care givers, volunteers, board members and employees) who attend and participate Specialized Needs Recreation (SNR) in any capacity. Participation in SNR and our programs is strictly voluntary and at the discretion of SNR and its Board. Your signature(s) below are your implied and informed consent that the Code of Conduct is understood and will be followed while participating in SNR activities and events. The Code of Conduct is outlined below:

- All individuals will communicate in an appropriate and respectful manner. Inappropriate tone of voice, foul language and bullying are not allowed.
- Handholding, kissing or any form of sexual touch are not allowed.
- Clothing or other personal items (including cell phones and videos) that have offensive content are not allowed at SNR program or event.
- All individuals can bring electronic devices such as iPods, hand held computer games, MP3 players, and cell phones. SNR will not be responsible for any damage, loss or theft of these devices or any accessories associated with them. If such device(s) are disruptive to others you will be asked to put them away. Using these devices to show or watch inappropriate content is not allowed. This also includes the sending of any inappropriate messages (text, snapchat, etc.) to others that participate in SNR.
- All individuals will behave in a manner that does not endanger the health and safety of themselves or others.
- There will be no stealing, damaging, or failing to care for SNR and its property or that of the communities, businesses, or homes that may be visited during an SNR sponsored event. Showing respect for all property is expected.
- The possession or use of illegal substances, tobacco, or alcohol is prohibited while at SNR or during a SNR community sponsored event.
- The possession of a weapon(s) or any object that may be considered a weapon is prohibited while at SNR or during a community sponsored event.



THE FOLLOWING ACTIONS WILL BE TAKEN WHEN A VIOLATION HAS OCCURRED:

1. The individual will be redirected to a more appropriate behavior and will receive a verbal warning and the incident will be discussed with them and the parent and/or guardian. The verbal warning will be documented in their file.
2. If the problem persists, or if a second but different violation occurs with the same individual, the individual will be redirected, and a written warning will be issued and documented in the individuals file, including but not limited to, documenting the specifics of the behavior and the corrective action that took place.
3. If there is a third occurrence or if the behavior of the individual threatens the immediate safety of him/her or any other individuals, SNR will have the right to ask the individual to leave (or be picked up immediately), the behavior will be documented, and the Board will be notified and has the right to refuse further participation in all SNR programs.
4. ***Depending of the severity of the offense/behavior/incident, SNR has the right to expel the individual(s) from further participation in SNR at any time without following these procedures.***
5. There will be no refunds given for individuals who are removed from the program due to violations of the Code of Conduct.

Participant's Name (printed)

Parent/Guardian's Name (Printed)

Signature

Signature

Date

Date

Employee, Volunteer, Caregiver, Board
Member's Name (Printed)

Employee, Volunteer, Caregiver, Board
Member's Signature

Date