

## Attachment “A”

VILLAGE OF TAHSIS			
Policy Title:	Tahsis Recreation Centre: Standards of Conduct	Policy No.	#4019
Effective Date	November 1, 2022	Revision to Policy	N/A
Approval	Council	Resolution Number	0363/2022

### Section 1 – Commitment to a Safe and Inclusive Space for All

- 1.1 The Village of Tahsis is committed to supporting the participation of all members of the public, including children, in the use of its facilities, programs, and properties. We encourage positive, inclusive behaviours when using our programs, facilities or properties and will take firm and progressive steps to reduce instances of negative behaviours occurring.

We expect all participants and user groups at the facility to treat patrons, staff, and volunteers with dignity and respect. This includes upholding the BC Human Rights Code, including not engaging in discriminatory conduct on the bases of race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age.

Any behaviours intended to hurt, intimidate, humiliate others, or to damage Village property will not be tolerated. When the individual is a child or youth (younger than 18 years old), the policy will be applied in a manner that includes the parent or caregiver involvement at each stage.

The Village has the statutory authority to actively manage individuals using our programs, properties, or facilities who have been identified as not meeting behavioural expectations. This will be done through the application of verbal warnings, written behavioural expectation agreements, access restrictions, suspension, or termination of use, as deemed necessary for the safety of staff and others using the spaces.

### Section 2 – Scope of Policy

- 2.1 The policy applies to patrons, staff, visitors, contractors and any other persons and groups who use the facility.

## Section 3 – Behavioral Expectations

3.1 We expect that everyone in this facility will:

- Take responsibility for their own behaviour
- Talk in a normal tone and avoid swearing
- Treat others with respect
- Not damage or take equipment or property that does not belong to them
- Ensure they are not intoxicated

3.2 The following behaviour is unacceptable. Staff are required to report any occurrence of these behaviours:

- Anti-social or negative behaviour resulting from intoxication or the use of drugs or alcohol
- The consumption of alcohol or drugs in the facility
- Smoking or vaping within the facility
- Bringing weapons into the facility
- Violent or aggressive behaviour
- Theft or vandalism of recreation or patron property
- Making threats, attempting to intimidate, goading, and inciting others to violence
- Any action that promotes discrimination, racism or hatred
- The use or display of abusive or offensive materials, words, or images
- Any action that damages, defaces, fouls or pollutes any Village of Tahsis property
- Any activity or conduct that would be detrimental to the environment at the site, breaches posted rules, and may negatively affect those in the immediate surrounding area

3.3 These behaviours will result in the user groups or individual(s) responsible having appropriate measures implemented to prevent these behaviours being repeated.

Measures may include verbal warnings, development of behavioural expectation agreement, access restrictions, and suspension or termination of use of the recreation facilities and related services.

## Section 4 – B.C. Human Rights Code

4.1 We will adhere to the letter and spirit of the B.C. Human Rights Code, specifically:

### **Discrimination in accommodation, service and facility**

**8** (1)A person must not, without a bona fide and reasonable justification,

(a)deny to a person or class of persons any accommodation, service or facility customarily available to the public, or

(b)discriminate against a person or class of persons regarding any accommodation, service or facility customarily available to the public

because of the Indigenous identity, race, colour, ancestry, place of origin, religion, marital status, family status, physical or mental disability, sex, sexual orientation, gender identity or expression, or age of that person or class of persons.

(2)A person does not contravene this section by discriminating

(a)on the basis of sex, if the discrimination relates to the maintenance of public decency or to the determination of premiums or benefits under contracts of life or health insurance, or

(b)on the basis of physical or mental disability or age, if the discrimination relates to the determination of premiums or benefits under contracts of life or health insurance.

## Section 5. – Addressing Unacceptable Behaviours

5.1 Failing to meet the behavioural expectations will result in some or all of the following measures being implemented, depending on the severity of the incident.

The actions may include:

- A verbal warning
- A verbal suspension of access
- A written warning
- Issuance of a letter of behavioural expectation
- A written suspension of access

The *Trespass Act (RSBC 2018, Ch3)* will be invoked in serious cases where the individual refuses to meet the behavioural expectations and commits a trespass as defined in the statute.

Village staff are empowered to implement immediate short-term access restrictions (up to four (4) days). The implementation of a long-term access restrictions or Trespass Act letters will be undertaken in consultation with the Chief Administrative Officer and/or the Nootka Sound RCMP.

When evaluating the appropriate measures to be implemented the following factors will be taken into account:

- The nature and impact of the incident
- History of other incidents involving the individual(s) or group
- The potential for ongoing incidents
- The age of the individual
- Whether the individual has taken responsibility for their behaviour.

Unacceptable behaviour by staff will be addressed under the policies and processes included in the Village of Tahsis Employee Handbook.

## Section 6 – Appeal Process

6.1 When a long term access restriction is implemented, the Tahsis Recreation Centre staff will provide a copy of the letter outlining the access restriction to the individual/group. If the individual who has had a long term access restriction placed upon their access, an appeal using the following process will apply:

- Individual/group is provided a letter from the CAO outlining the reason for (citing relevant bylaw and/or policy) and details of the access restriction.
- Long term access restriction letters will advise the individual or group of the right to seek an appeal of the decision to Tahsis Council.
- Village office staff will make arrangements with the individual/group to schedule their appeal at a Council meeting.
- A decision regarding the appeal will be provided in writing from Village staff no later than 30 days after the appeal has been heard.
- The access restriction will remain in effect during the appeal process.
- Where a decision results in a reduction of the length of the access restriction or withdrawal in its entirety, notice will be provided to Tahsis Recreation Centre staff.