

## **Oakland Recreation**

### **ZERO TOLERANCE POLICY**

**WHEREAS**, it is extremely important that recreational activities within the Borough of Oakland be free of inappropriate behavior by adults and children participating in, attending, or watching, these activities; and

**WHEREAS**, the State of New Jersey has authorized municipalities to adopt a “Code of Conduct” applicable to recreation activities; and

**WHEREAS**, by this Policy, it is the intention of the Oakland Recreation Commission to establish a Zero Tolerance Policy, and to delegate to the Oakland Recreation Commission, the power, authority, and obligation to enforce said Policy, including adopting procedures to review alleged violations, and impose appropriate penalties.

The Recreation Commission is hereby directed to review all behavior at events at which teams or individuals participate under the auspices of the Oakland Recreation, including events outside Oakland and to make every effort to insure that all behavior at said events complies with the Zero Tolerance Policy. The Recreation Commission is further authorized to take all steps necessary to enforce said Code, and to impose appropriate penalties, as described herein.

**A. Code of Conduct** – Every participant, parent, guest, spectator, coach, or official attending or participating in any manner, in any recreational activity, conducted under the auspices of the Oakland Recreation, shall comply with the Zero Tolerance Policy as described herein. The Zero Tolerance Policy will be applicable whether or not the event occurs within the Borough of Oakland, provided it is conducted under the auspices of the Oakland Recreation which includes travel teams. Adult teams and other groups or teams using our fields shall also comply and be subject to our Zero Tolerance Policy.

**1. Fights, scuffles, etc.** – Any participant, parent, guest, spectator, coach, or official at any youth sports event who is found by the Recreation Commission to have initiated and/or participated in a fight, scuffle, or any type of physical altercation or abuse, or threats of abuse, towards any participant, parent, guest, spectator, coach, or official, shall be banned from attendance at all Recreation activities, including youth sports events within the Borough of Oakland for a period to be determined by the Recreation Commission, which period shall not exceed 12 months from the date of the incident for a first offense.

**2. Entering field of play** – Any parent, guest, coach, or official at any youth sporting event who is found by the Recreation Commission to have entered the field of play, court, or rink, during any youth sporting event for the purpose of physically, or verbally abusing, or confronting coaches, players, or officials, or otherwise interfering with the youth sporting event, shall be banned from attendance at all Recreation Activities, including youth sports events within the Borough of Oakland for a period to be determined by the Recreation

Commission, which period shall not exceed 12 months from the date of the incident for a first offense.

**3. Obscene or profane language, etc.** – Any participant, parent, guest, spectator, coach, or official at any recreation activity who is found by the Recreation Commission to have verbally abused an official, player, or spectator, which abuse shall be deemed to include the use of obscene or profane language, or gestures, or racial, ethnic or sexual slurs, may be banned from all recreation activities for a period to be determined by the Recreation Commission, which period shall not exceed 12 months from the date of the incident.

**4. Throwing objects onto the field of play** -Any parent, guest, spectator, or official at any recreation activity who is found by the Recreation Committee to have thrown, or caused to be deposited, any object onto the field of play, court, or rink, may be banned from attendance at all recreation activities for a period to be determined by the Recreation Commission, which period shall not exceed 12 months from the date of the incident.

**5. Detrimental behavior** Other behavior which may be determined by the Recreation Commission to be inappropriate and detrimental to the youthful participants shall include, but not be limited to, encouraging youthful participants to engage in prohibited activity, or inappropriate activity. Any participant, parent, guest, spectator, coach, or official found by the Recreation Commission to be engaging in such other inappropriate behavior as determined solely in the discretion of the Oakland Recreation Commission may be banned from all recreation activities for a period to be determined by the Recreation Commission, which period shall not exceed 12 months from the date of the incident for the first offense.

**6. Refusing to follow the order of officials** – Parents, coaches, spectators, and all other parties at any recreation event, must comply with the requests and demands of all field officials, including appointed league officials. Such authority shall include the authorization to direct any person or persons to immediately remove themselves from the premises and a failure to follow said direction shall

constitute a violation of the Zero Tolerance Policy and shall subject the violator to discipline, including a prohibition from attending all recreation events for a period not exceeding 12 months.

**B. Violations of Zero Tolerance Policy** – Any and all allegations, claims, or charges, regarding violations of the Zero Tolerance Policy shall be presented to the Recreation Commission. The Recreation Commission is authorized to establish appropriate procedures through its By-laws for the investigation, enforcement, and imposition of any appropriate penalties. The Recreation Commission may appoint a sub-committee to address, consider, and decide, all matters relating to alleged violations of the Zero Tolerance Policy. Individual sports and/or leagues may have additional penalties and/or rules.

**C. Anger** - Any person banned or suspended from recreation activities for a repeat violation of the Zero Tolerance Policy or for a period of 12 months or more, shall be required to complete anger management therapy, or equivalent counseling, prior to being allowed to resume attendance at a recreation activity. The counseling program must be with a practitioner or facility acceptable to the Recreation Commission, consist of no less than 12 hours of instructions, and shall include proof of satisfactory completion to the Recreation Commission.

#### **D. Appeals from decisions related to the Code of Conduct**

1. In the event that the Recreation Commission, or its designated subcommittee, has imposed a penalty which includes a suspension and ban from attendance at recreation activities for more than three months, the individual(s) who has been suspended may appeal this decision to the Recreation Commission. Any individual suspended for more than 3 months, desiring to appeal the suspension to the Code of Conduct Committee, must file a written notice of appeal with the Recreation Commission, within ten (10) days after receipt of written notice of the suspension.

**Section I:** Repeat Offenders may be subject to additional penalties.

**Section II:** This Zero Tolerance Policy shall become effective immediately upon passage and publication in accordance with law.