

# SRU CAMPUS RECREATION CODE OF CONDUCT

Participation in all Campus Recreation programs and facilities is a privilege. Campus Recreation is committed to creating a safe, welcoming, and enjoyable experience for all that utilize our facilities and programs. We expect that all patrons, including students, community members, youth and guests to join in creating and promoting a positive and welcoming environment and to use mature judgment in choosing actions, behavior, attire, and language.

## PARTICIPANT EXPECTATIONS

- Read, understand and abide by all policies and procedures
- Treat the Campus Recreation staff and all patrons and guests with respect
- Act with character and courtesy while respecting the rights, welfare and dignity of all patrons and guests
- Follow all policies and procedures
- Act in a safe, responsible manner regarding themselves and others

## PROHIBITED BEHAVIOR

- Vulgar, inflammatory, offensive, demeaning, intimidating, threatening, coercive **language**
- Vulgar, inflammatory, offensive, demeaning, intimidating, threatening, coercive **physical behavior**
- Vulgar, inflammatory, offensive, demeaning, intimidating, threatening **attire**
- Fighting, physical altercation, unwelcomed physical contact
- Harassment of any kind
- Failure to adhere to facility and program policies and procedures
- Theft
- Facility and/or equipment damage outside of normal wear and tear
- Failure to adhere to staff directions
- Unauthorized use of facilities
- Compromise in personal or peer safety
- Improper use of video or audio recording
- Use of or under the influence of illegal drugs, alcohol, tobacco

## CODE OF CONDUCT VIOLATIONS CONSEQUENCES

### **CAMPUS RECREATION RESERVES THE RIGHT TO REVOKE MEMBERSHIP AND PARTICIPATION PRIVILEGES**

**SRU Student** violations and sanctions will be administered by the Office of Campus Recreation and may be forwarded to Office of Student Conduct

**Community patron** violations and sanctions will be administered by the Office of Campus Recreation

- A violation in facility and program policies may result in immediate dismissal from the recreational facility or program. Patrons who are instructed to leave the facility or program must leave the program and/or facility immediately.
- Campus Recreation reserves the right to call University Police when necessary
- Campus Recreation reserves the right to render judgment and impose a participation and/or facility usage sanction based on the code of conduct and/or policy violation
- Sanctions can range from one day suspension to permanent termination of membership privileges
- Sanctions are all inclusive, not program specific, but rather inclusive to all Campus Recreation programs and facilities
- Campus Recreation reserves the right to render judgment and decisions on policies not specifically covered
- Memberships are not prorated due to a suspension, the period of time will be lost as part of the violation of the code of conduct.

Violation Consequences			
Behavior/Misconduct	First Offense	Second Offense	Subsequent Offense
Violation of Code of Conduct &/or Policy & Procedure (Minor)	loss of privileges for 1+ days	loss of privileges for 8+ days	permanent/indefinite suspension
Theft of Services and/or Property	loss of privileges for 7+ days	loss of privileges for 90+ days	permanent/indefinite suspension
Verbal harassment/misconduct	loss of privileges for 7+ days	loss of privileges for 31+ days	permanent/indefinite suspension
Physical harassment/misconduct	loss of privileges for 90+ days	permanent/indefinite suspension	

\*A suspension meeting is required by and with the Campus Recreation Administrative Staff, at which time an appropriate suspension will be assigned to the individual. This suspension will only take effect AFTER the time of the meeting; if the member does not meet with the Administrative Staff for a delayed period of time, the applied suspension will still only take effect after the time of the suspension meeting. Suspensions are handled on a case-by-case basis.

### **Discipline Appeal Option**

Individuals who receive sanctions are welcome to follow the appeals option. The Campus Recreation Professional Team, to which a decision is appealed, will review the previous decision and rule on its appropriateness given the infraction(s) or circumstance(s) surrounding the specific case. As with any appeal, the Campus Recreation Professional Team may decide to lessen the penalty or uphold the previous decision. The Appeals form can be secured at the Campus Recreation office, ARC 117.

The appeal process steps are:

1. The suspended participant must submit an Appeal form to the Campus Recreation director within 2 business days of the initial ruling.
2. The Campus Recreation Professional Team will review the appeal form, the initial ruling, and the sanction. In order to recommend that Campus Recreation reconsider the original decision, the following criteria must be established:
  - New evidence must be presented that is sufficient enough to alter the decision.
  - Procedural defects existed that substantially prevented the member from obtaining a fair ruling.
  - The discipline administered is found to be grossly disproportionate to the violation.
3. All disciplinary decisions are made on a case-by-case basis. Each participant(s) actions, the situation and the circumstances surrounding them are considered to be unique, and therefore the following items will NOT be considered by the person/council/committee that reviews appeals:
  - Discipline administered to other participant(s) involved in the incident
  - Discipline administered to other participant(s) in other incident
  - Unfounded/unsubstantiated claims of bias or prejudice
4. The Campus Recreation Professional Team that reviews appeals will return a decision within five business days of the submission of the appeal form.

