

Behaviour Code of Conduct for Participants City of St. John's - Recreation Division

The City of St. John's Recreation Division is committed to providing quality programs in which participants may develop socially, cognitively, physically and emotionally. The Recreation Division maintains appropriate staff to participant ratios and makes every reasonable effort to ensure success for participants.

Inclusive Services

Inclusive Services may be available for those who require support to participate. When barriers prevent successful participation Inclusive Services staff may be consulted to modify the program and/or put supports in place to foster successful participation. For further information please contact Inclusive Services at inclusion@stjohns.ca or 576-4450.

Acceptable Behaviour

The behaviour code of conduct has been developed to ensure there is a mutual understanding of acceptable behaviours and the consequences of unacceptable Behaviours. Guardians, participants and staff should be aware and aware and demonstrate the following:

- Respect
- Kindness
- Safety
- Honesty
- Responsibility
- Healthy choices

Unacceptable Behaviour

Behaviour with intent to harm self, others or property or with would otherwise negatively impact program quality will not be tolerated. Participants displaying harmful Behaviour will be removed from the program immediately. Such behaviour includes leaving supervised program areas without staff permission. Guardian refusal to pick up participant may result in partial or full removal from the program. Should unacceptable Behaviours occur staff will use discretion to take appropriate action. Unacceptable Behaviour will be discussed with participants on a regular basis. If unacceptable Behaviour occurs the outcomes are listed below:

Frequency	Outcome
1st Incident of Unacceptable behaviour	Behaviour will be discussed with participant. Guardians will be notified of participant's unacceptable Behaviour and must arrange immediate pick up. Staff and guardians will identify solutions to assist the participant in displaying expected Behaviours.
2nd Incident of Unacceptable Behaviour	Behaviour will be discussed with participant. Guardians will be notified of participant's unacceptable Behaviour and must arrange immediate pick up. Participant may be re-introduced to program following a meeting with guardians to establish an individualized plan to prevent further incidents.
3rd Incident of Unacceptable behaviour	Behaviour will be discussed with participant. Guardians will be notified of participant's unacceptable Behaviour and must arrange immediate pick up. Participant may be removed from the program on a part-time or full time basis.
If the Recreation Division is unable to ensure the safety and well-being of a participants and others, the security of property or program quality, we reserve the right to remove the participant exhibiting unacceptable behaviour from the program.	