

Suspension Policy

Purpose

The purpose of this policy is to ensure a safe, inclusive, and enjoyable experience for all participants within the City of Greeley's recreational programs. It outlines the circumstances under which a patron may be suspended from youth or adult programs and the procedures for implementing such suspensions. There will be zero tolerance for any behaviors that do not fall in line of our philosophy or code of conduct. Please help us promote the values of our programs.

Suspension Criteria

Suspension may be considered for any participant (including players, volunteer coaches, and spectators) who engages in any of the following:

- a) Violation of program rules, codes of conduct, or guidelines established by City of Greeley Recreation.
- b) Unsportsmanlike behavior, including but not limited to verbal or physical aggression, threats of violence, harassment, discrimination, the use of profane language or racial/homophobic slurs, and or not embodying the City of Greeley Sports and Programs philosophy.
- c) Repeated violations of program and facility safety rules or refusal to follow instructions from program staff or coaches.
- d) Any action that poses a threat to the physical or emotional well-being of other participants, volunteer coaches, or City of Greeley staff.

Suspension Procedures

- 1) Initial Warning: Participants will receive an initial warning for their behavior from the program coordinator or supervisor. Initial warnings may come verbally at the scene of an incident or written within the next 2 business days. Initial warnings may be bypassed based on the severity of the offense.
- 2) Parent/Guardian Notification: If the participant in question is under the age of 18, their parents or guardians will be informed of the issue and the potential consequences, including suspension.
- 3) Suspension: If the behavior does not improve after the initial warning a suspension may be imposed by City of Greeley Recreation. The length of suspension will be determined on a case-by-case basis, depending on the severity of the behavior. Suspension lengths start at 1 week and may last indefinitely.
- 4) Written Notice: All participants in question will receive a written notice for the initial warning and if a suspension is put in place. The written notice will detail the reasons for warning or suspension, the suspension period, terms of the suspension and any conditions for reentry into the program.
- 5) Review/appeal: Participants have the right to review the details of an incident thoroughly with the program coordinator while a suspension is being drafted. If a participant would like to appeal any suspension period, they may schedule a time to discuss this with the recreation manager who oversees the program coordinator one business day after the suspension is put in place.

Sports Policies and Procedures



During a suspension period, the assigned individuals are forbidden from participating or spectating at the specified Greeley Recreation program, including practices and games for the specified penalty timeline.

Failure to adhere to the full suspension and its terms will warrant additional suspension time.

***Any volunteer coaches suspended may not be eligible to receive their full complimentary registration refund. This decision will be made at the discretion of the recreational manager. Pro-rated refunds may be considered. No refund will be awarded for any program that has already completed 50% of its scheduled games or sessions.**

Reentry

Reentry will be considered at the discretion of the program coordinator or supervisor based on the length of the suspension and offense.

To be considered for reentry into the program, the suspended participant must:

- a) Follow and complete the suspension period as determined.
- b) Demonstrate improved behavior and a commitment to adhering to program rules and guidelines.
- c) Meet any additional conditions outlined in the suspension notice, i.e. meeting with program coordinator or supervisor for an in-person meeting.
- d) Any individual with 2 or more suspensions may not be considered for reentry in a calendar year.

***Reentry for a minor may be considered sooner based on the discretion of the program coordinator or supervisor.**

Indefinite Suspensions

All suspensions will be evaluated on a case-by-case analysis and an indefinite suspension may be put in place at any time. Indefinite suspensions will be put in place based on the discretion of the program coordinator or supervisor and may be warranted in the following cases.

- a) The participant fails to adhere to the full suspension and or its terms.
- b) The participant has been suspended from multiple programs or the same program multiple times.
- c) The participant has failed to meet all the criteria for reentry.
- d) The participant posed any physical harm or threat to another individual.
- e) Law enforcement was required during the incident leading to the participant's suspension.

***Individuals suspended indefinitely must wait at least 2 years to be considered for reentry.**

Confidentiality

We are committed to maintaining the confidentiality of your personal information, including your name and likeness. However, in the interest of ensuring the health and safety of the program, we may share specific details regarding any incidents that arise with City of Greeley staff and program participants.

Sports Policies and Procedures



Program Discretion

City of Greeley Recreation reserves the right to exercise discretion when enforcing this policy. Decisions will be made with the best interests of all participants in mind.

Review and Amendment

This policy will be reviewed periodically and may be amended to better serve the goals of our sports programs.

By participating in our sports programs, all individuals acknowledge their understanding of an agreement with this suspension policy.