

## Harassment and Inappropriate Behavior Policy

The Sterling Park District is committed to providing a safe and positive environment for all patrons and staff. We expect that individuals who enter our facilities to be respectful in their language, manner, and tone in all interactions. Bullying, discrimination, intimidation, violence, or any behavior that creates a hostile environment will not be tolerated. Patrons who fail to live up to these expectations will be subject to disciplinary action, which could result in being permanently banned from all District property.

### **EXAMPLES OF HARASSMENT AND INAPPROPRIATE BEHAVIOR:**

- Threatening, offensive, unwelcoming, abusive verbal language or behavior.
- Uninvited correction of another patron's form or technique when training.
- Taking unsolicited photographs/video of another person.
- Excessive watching or staring at another person-directly or via mirrors.
- Continuously exercising next or near another person or following them.
- Lack of respect for a person's personal space or boundaries.
- Unwanted flirtation or sexual advances.
- Commenting on other peoples' body, looks, or clothing.
- Derogatory comments about a person's ability or disability.
- Vaping or smoking in the gym/facility.
- Defacing or damaging the gym/facility/equipment.
- Theft of Park District or another patron's property.

### **WHAT IF YOU HAVE EXPERIENCED HARASSMENT OR INAPPROPRIATE BEHAVIOR:**

If you feel you are a victim of harassment, if you feel comfortable doing so, you should discuss this with the other person(s) directly. If this is not possible or you are uncomfortable doing so, you should contact the Westwood Manager at [mstoner@sterlingparks.org](mailto:mstoner@sterlingparks.org) or the Duis Center Manager at [smilnes@sterlingparks.org](mailto:smilnes@sterlingparks.org). An investigation will then commence.

### **POSSIBLE OUTCOMES OF AN INVESTIGATION:**

If following an investigation of a minor incident, and there is a belief that the patron had acted with poor judgment or made an innocent error – a verbal warning will be issued.

However, if the investigation provided evidence that there has been direct or indirect intentional harassment, other inappropriate behavior, or multiple minor incidents; a formal sanction will be issued. Sanctions will be in line with the following guidance:

- A written warning.
- 30-day suspension from the facility.
- 60-day suspension from the facility.
- Permanent suspension from all Park District facilities.

*Note: Depending upon the investigation and behavior in question, the aforementioned progressive discipline structure will be administered at the discretion of the Park District.*

### **APPEAL PROCESS:**

If you are not happy with the process or the outcome you may contact the District's Executive Director Larry Schuldt at [lschuldt@sterlingparks.org](mailto:lschuldt@sterlingparks.org). And if you are still not satisfied, you may address the Park Board at one of its monthly meetings.