**Parks and Recreation Rules of Conduct**

**Discipline Policy**

The City of Falcon Heights reserves the right to have participants leave our facilities or programs if there is a discipline issue. Refunds will not be given for anyone asked to leave our facilities or programs for disciplinary reasons.

Acts of misconduct may be in any form that is disruptive to others, disrespectful of others or causes harm to others. It is of Staff’s sole discretion to determine when/if behavior is an act of misconduct, but such examples include disrespect, profanity, destruction of property, and unnecessary roughness or assault.

It is expected that everyone who uses City facilities and/or is enrolled in programming offered through the City of Falcon Heights follow this policy in order to:

* Afford appropriate respect for staff and other participants
* Facilitate success in programming
* Provide an appropriate level of safety

For anyone in violation of conduct, Staff will follow this 3-Strike Discipline Procedure:

* **FIRST STRIKE: Warning!** On any given day, on the first occasion of misconduct, staff will issue a verbal warning to the participant that they are in violation of conduct.
* **SECOND STRIKE: Take a Break!** On the second occasion of misconduct on that same date, staff will ask the participant to take a timeout until the participant is ready to rejoin and do so in a non-disruptive and/or non-offensive way.
* **THIRD STRIKE: You’re Out!** If there is a third occasion of misconduct on that same date, and depending on the amount of time left in the activity as well as the nature of the situation, the participant may then be asked to sit out the remainder of the class or leave. The minor’s parent would then be contacted and asked to pick up their child.

Staff will document and notify parents/guardians at the end of the day whenever a child has been issued a strike. In the event of repeated issues of misconduct, a participant may then be expelled from the program.

If there are two or more days, whether consecutive or non-consecutive, in which a violator has three strikes on each date, then Staff has the right to terminate participation immediately and no refund will be given.

Additionally, a repeated pattern of misconduct across multiple dates may also be grounds for automatic expulsion without reimbursement.

*This policy applies to all City facilities and programs and your signature below acts as recognition of and adherence to it.*

**Parent/Guardian’s Signature**  **Date**