

**POLICY NAME** DISCIPLINARY ACTIONS - PATRONS

**POLICY NUMBER** 3.1.6

**CATEGORIES**

**DATE PROPOSED:** 11/4/2020

**DATE OF VOTE:** 11/18/2020

**ACCEPT (Y/N):** Y

Infractions that may warrant facility disciplinary action include, but are not limited to:

1. Abusive or obscene language;
2. Fighting;\*
3. Theft;\*
4. Violation of alcoholic beverage policies;\*
5. Any action that endangers the safety of other patrons;\*
6. Vandalism;
7. Loud and unruly behavior continued after a warning from the Manager On Duty;
8. Repetitive disregard of facility rules and regulations;
9. Repetitive disregard of management directions;
10. Use of a weapon\*
11. Use of tobacco or electronic cigarette
12. Failure to follow Safesport Guidelines

\* The first occurrence of this infraction will result in second offense consequences and requires notification of the police.)

When a situation requiring disciplinary action occurs in the facility or on the grounds, the Manager on Duty involved will report the incident to the Senior Facility Manager (SFM) on the next regular business day, unless the situation is so extreme as to require immediate attention. Examples of issues requiring immediate notification of the SFM include, but are not limited to, use of a weapon, any activity resulting in serious injury to a patron, any activity resulting in significant damage to the facility or any situation that requires law enforcement involvement.

If a disciplinary infraction occurs during a period of third-party usage, in most cases the user group will be given the opportunity to correct the offender's behavior internally through verbal counseling or any other method they deem appropriate. The user group must notify facility staff of the actions they have taken to prevent a recurrence of the problem. If the behavior in question reoccurs after the user group has had the opportunity for correction, then facility management will become involved. Infractions noted above with an asterisk will not be referred for internal user group correction, instead the facility SFM will immediately become involved.

If ISC management must become involved in a disciplinary action related to a third-party user group, the Senior Facility Manager will consult with the user group lead to make a judgement about consequences to be imposed on the offender. If the SFM and user group lead are unable to reach a conclusion together, the Board of Control will be consulted to make a final determination.

After management decision that abuse or disregard of Ice Sports Center (ISC) rules or policies requires facility intervention, the disciplinary actions for users of the facility are:

1. First offense – written warning letter

2. Second offense – suspend ISC privileges for six (6) weeks.
3. Third offense – suspend ISC privileges for six (6) months.
4. Fourth offense – suspend ISC privileges for one (1) year.

If the person involved is a spectator, the disciplinary action shall include ejection from the facility.

At the discretion of the Senior Facility Manager (SFM), the infractions marked with an asterisk (\*) may result in escalated consequences upon the first occurrence. These offenses may warrant consequences equivalent to second or third offenses depending on the severity of the incident.

A patron who is suspended as part of a disciplinary action may request review by the Board of Control provided the request for a review is made in writing by the patron (or the legal guardian of a minor patron) and received by the SFM within 10 days of the date of the suspension.

See also Policy 3.1.13, Spectator Conduct.

**COMMENTS:**