

Physical & Verbal Altercation Management
The Department Policy
Nash County Recreation & Senior Services
Updated 5/11/2020

The Nash County Recreation & Senior Services Department strives to promote the ideals of teamwork, physical conditioning, sportsmanship, good manners, and respect for all throughout its six programming divisions. It is imperative that participants, spectators and volunteers accept these goals and work together to insure they are met. Therefore, any rude or unsportsmanlike conduct, including, but not limited to, fighting, verbal abuse or racial/gender epithets involving fans/audience, leaders or participants will not be tolerated.

Physical & Verbal Altercation Management Policy

*****Recreation Program Supervisors reserves the right to increase the severity of the suspension/punishment based on the incident, regardless of first or second offense*****

I. Fighting

A hostile encounter with another party or parties, resulting in a physical struggle or contact, will be defined as a "fight." Fighting by any participant, volunteer or spectator associated with a Nash County Recreation & Senior Services Department event/activity will not be tolerated.

A. Leaders/Coaches

A leader is an individual who holds any supervisory position, including but not limited to, program coaches, assistant coaches, program officials, program supervisors and program instructors. It is the responsibility of leaders to provide an environment where program participants can grow physically, mentally and socially, and to provide an appropriate example of self-control and integrity for participants and spectators. Any leader involved in a fight will be subject to the following disciplinary action:

Lifetime suspension as a leader or participant in Department programs related to the category of program in which the altercation occurred. Also, if related to a sports program, one year (from the date of the altercation) suspension as a spectator at all the Department's sports events and activities.

Physical aggressions or act of altercation against Nash County staff or officials will warrant an indefinite lifetime suspension.

B. Participants

A participant is an individual, other than a leader or spectator, who takes an active part in a Department event or activity. Any participant involved in a fight will be subject to the following disciplinary actions:

1. Adults (18 and over), First Offense

A lifetime suspension as a Leader and Participant in Department programs related to the category of program in which the altercation occurred. Also, if related to a sports program, on year suspension as a spectator at all the Department's sports, events, and activities.

2. Youth (17 and under), First Offense

One week suspension as a participant, leader, and/or spectator from Department activities.

3. Youth (17 and under), Second Offense

One year suspension as a participant and/or spectator from all Department activities. ~~related to the category of programs at which the altercation occurred.~~

C. Spectators

A spectator is an individual who attends a Department activity or event to watch as a fan. Any spectator who is involved in a fight will be subject to the following actions:

1. First Offense

One week suspension as a spectator/fan and as a participant in any Department activities. Also, one year prohibition from a leadership role in any activities.

2. Second Offense

One year suspension as a spectator/fan, sponsor, participant or leader in any Department activities.

II. Verbal Abuse

Verbal abuse is defined as the intentional act of insulting another individual or individuals with the aim of offending and employing profanity, name-calling and personal defamation. This policy incorporates the use of physical gestures/behaviors, which convey insults nonverbally. If abusive language or behavior is directed to others at a Department activity or event, the offender will be subject to the following actions:

A. Leaders and Participants

1. Adults (18 and over), First Offense

One-week suspension as a leader/coach, participant and spectator from any Department activities.

2. Adults (18 and over), Second Offense

Two weeks up to one year suspension as a leader/coach and participant from any Department activities.

3. Youth (17 and under), First Offense

Immediate suspension as a leader/coach, participant and spectator/fan from the activity at which the altercation occurs, and, if activity is one of a series, from the next scheduled activity in the series.

4. Youth (17 and under), Second Offense

Suspension for the remainder of the series of the season as a leader/coach, participant and spectator/fan from all Department activities.

5. Youth (17 and under), Third Offense

One year suspension as a leader/coach and participant from any Department activity. Also, one year suspension as a spectator/fan from all Department activities.

B. Spectators

1. First Offense

Immediate suspension from the game or activity.

2. Second Offense

One week suspension as a participant and spectator from any Department activity. Also, one year suspension as a leader/coach from any Department activity.

3. Third Offense

Two weeks up to one year suspension from any Department activity. Also, lifetime suspension as a leader from any Department activity

III. Racial and Gender or Religion Related Epithets

Nash County Recreation & Senior Services Department has zero tolerance for use of epithets related to race, color, religion, creed, gender or sexual orientation. Any person found to have used such epithets will be subject to the following actions:

A. Leaders/Coaches

Lifetime suspension as a leader and participant from any Department activity or event related to the category or program at which the altercation occurred. One year suspension as a spectator/fan from any Department activity.

B. Participants

1. Adults (18 and older), First Offense

One year suspension as a participant, leader and spectator from all Department activities.

2. Adults (18 and older), Second Offense

Lifetime suspension as a participant and leader in all Department activities. Also, one year suspension as a spectator from all Department activities and events.

3. Youth (17 and under), First Offense

Immediate suspension from the activity. If the activity is one of a series, suspension from the next two scheduled activities in the series.

4. Youth (17 and under), Second Offense

Two weeks up to one year suspension as a participant, leader/coach and spectator from all Department activities and events.

5. Youth (17 and under), Third Offense

Automatic one year suspension as a participant and/or spectator from all Department activities.

IV. Other Unacceptable Behavior

Should any incident arise at Department activities involving inappropriate conduct not specifically addressed in I., II., III., the Department may institute penalties consistent with this policy. i.e. illegal substances and/or alcohol.

Procedures Following Incidents

When an incident occurs at a Department activity or event, the ranking Department supervisor or official will have the offending individual(s) escorted from the facility. If the offending individual(s) refuses to leave the premise, the Town Police or Nash County Sherriff's Deputy (whichever has jurisdiction) will be contacted and asked to enforce the ruling.

Individuals removed from the facility in this manner will be sent an email and/or registered letter stating the violation of policy and the penalty in effect. The individual(s) will then have seven days from receipt of the letter to respond to the Department with a written statement. The response must be received by the Department's administrative office (Nash County Recreation and Senior Services, 120 W. Washington Street, NC 27856) on or before the seventh day after acceptance of the registered letter.

After the written statement is received, an investigation will be conducted and the Department will render judgment within 10 working days from receipt of the written response.

The investigation will be conducted by a panel consisting of the Parks & Recreation Superintendent, and the Recreation Program Supervisor and unbiased staff member which produced the activity at which the incident occurred. During the investigation, the individual will be suspended from all activities and events related to the program at which the incident occurred pending the outcome.

If, at the conclusion of the investigation, the Department rules the individual is guilty of the violation, the individual may, if he/she disagrees, file an appeal to the Parks & Recreation Director within five days of notification of the judgment. Individuals filing appeals may be asked to appear before an appeal review committee. All appeal decisions are final and not subject to review. Penalty suspensions of less than one week cannot be appealed.

Cognizant of the possibility of many contributing factors in certain situations, the Department charges its full-time program staff members with the responsibility of making decisions and judgments in keeping with the Department's objectives, and gives them the authority to modify penalties according to circumstances.

The policies and procedures describe herein apply to all the divisions of the Nash County Recreation & Senior Services Department: All school properties, leased properties, Ennis Park, Spring Hope Park, Glover Memorial Park, Bailey/Middlesex Park, Castalia Community Park & the Miracle Park at Coopers

"Coming together is a beginning; keeping together is progress; working together is success."

- Henry Ford