



Discipline Policy

In all organizations, there must be standards, to which each person should adhere. All expectations are consistent with our desire to provide a quality experience for our community. We expect trustees, staff members, volunteers, program instructors, participants, and spectators, to conduct themselves in appropriate manner during any and all Granville Recreation District (GRD) functions.

When unacceptable behavior does occur, the GRD will take swift and necessary action to maintain the integrity of the programs and organization. Disciplinary actions will range from a verbal warning to a 12 month ban from facilities and programs. Discipline will be progressive when negative behavior becomes repetitive. Egregious actions could lead to a lifetime ban from all GRD program. The administrative staff will review the incident report, deliberate, make a determination, and inform the parties involved.

Special Circumstances:

- **An incident involving a GRD Trustee:** The Executive Director will collect the incident reports and deliver them to trustees. The GRD Chairperson, or senior uninvolved trustee, work together with the Executive Director to administer an investigation and a ruling. The disciplinary action will be delivered, in writing, to the parties involved, with-in 72 hours of the incident.
- **An incident involving a GRD Staff Member:** The Executive Director, or senior uninvolved staff member, will notify the GRD chairperson of the situation. The GRD Chairperson work together with the Executive Director, or senior staff member, to administer an investigation and a ruling. The disciplinary action will be delivered, in writing, to the parties involved, with-in 72 hours of the incident.

All disciplinary actions will reviewed at the subsequent GRD Board of Trustees Meeting.