



Building Healthy Minds and Bodies since 1977

5.12 MANAGING DISRESPECTFUL OR AGGRESSIVE BEHAVIOUR POLICY

PURPOSE

To prevent and take action on any disrespectful or aggressive behaviours by adults at the Okanagan Gymnastics Centre (OGC) on employees, members and participants at the facility.

Aggressive behaviour can cause physical or emotional harm to others. It may range from verbal abuse to physical abuse. It can also involve harming personal property.

POLICY

OGC expects parents and other visitors to behave in a reasonable way towards employees and other members of OGC.

If any athlete, coach or parent feels they have experienced any disrespectful or aggressive behaviour, they are to inform the Director of Operations or designate of the incident immediately.

Types of behaviour towards employees or other members that are considered serious and unacceptable and will not be tolerated are, but not limited to:

- Shouting either in person or over the telephone
- Physically intimidating, ie. standing very close
- The use of aggressive hand gestures
- Swearing
- Pushing, hitting, spitting

PROCEDURE

If an adult behaves in an unacceptable way towards an employee, member or athlete of OGC, they are to notify their direct supervisor immediately who will seek to resolve the situation through discussion. OGC's complaint procedures should be followed.

If the situation needs immediate attention retreat to a safe place. Lock window and doors or leave the room, find another employee or call for assistance via telephone.

Where all procedures have been exhausted, an aggression or intimidation continues, or where there is an extreme act of violence, the adult may be banned by the Director of Operations or the Board of Directors.

When imposing a ban, the following steps will be taken:

1. The parent will be informed, in writing, that he/she is banned from the premises, subject to review, and what will happen if the ban is breached, ie. police involvement or an injunction application may follow.
2. Where an assault has led to a ban, a statement indicating that the matter has been reported to the local authority and the police will be included.
3. Where appropriate, arrangements made for the athlete being dropped off and picked up from a training session or competition.

For its part, OGC commits to the child and his/her family for the competitive season. However, the Program Head Coach or Director has the right to remove an athlete from the program at any time during the season, temporarily or on a permanent basis. See Removal from the Competitive Program Procedure.

APPROVED BY OGC BOARD OF DIRECTORS FEBRUARY 21, 2018