



**CITY OF  
Burlington**

## Corporate Policy

### Zero Tolerance

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Approved by Council on: September 29, 2003

Report Number: PR-43-3

Effective: September 29, 2003

Reviewed on: March 25, 2020

Amended: n/a

Next Review: December 31, 2020

Note:

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### Purpose:

The City of Burlington's recreational programs, facilities and properties exist to provide residents with opportunities to participate in sport, culture and recreational activities.

Participation in recreational activities is an important element in the human development process. The City of Burlington operates programs, facilities and properties that encourage such participation and is committed to ensuring the safety of patrons as well as staff.

As with other communities, many of Burlington's community-based programs are managed and operated by volunteers. These community-minded citizens contribute greatly to the quality of life in Burlington. The City endeavours to ensure that they too, have the ability to volunteer in a safe and positive environment.

Therefore, the City through Parks & Recreation ensures that measures are in place so that incidents of violence or inappropriate behaviour do not occur in its programs, facilities and properties.

Included in this commitment is an understanding that organizations and the general public using Parks & Recreation programs, facilities and properties must take primary responsibility for the behaviour of all associated with them: participants, officials, spectators, patrons, parents, etc.

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## Policy Statement:

Burlington Parks & Recreation programs, facilities and properties are places that promote learning, leisure, and respect in a safe environment. All patrons, staff, volunteers and spectators have the right to be safe and to feel safe while attending a program, facility or property.

They also have the right to expect that other patrons behave in a manner consistent with a public space, wherein use of wireless internet connections are not for the purposes of viewing producing or exhibiting lewd, illegal or offensive materials. With this right comes the responsibility to be accountable for actions/behaviour that put at risk the safety of others.

The City of Burlington will not tolerate indecency, violence or vandalism in its programs, facilities or properties and will take appropriate action where necessary to deal with these incidents.

### **Unacceptable behaviour includes, but is not limited to:**

- loud verbal assaults directed at participants, referees, members of the public and City staff deemed to be aggressive or intimidating or having the objective of inciting violence.
- threats and attempts to intimidate
- throwing of articles in a deliberate or aggressive manner
- aggressive approaches to another individual
- physical striking of another individual
- attempts to goad or incite violence in others
- vandalism to building or property owned or permitted through the Parks & Recreation Department
- racial or ethnic slurs
- illegal consumption of alcohol or drugs
- harassment
- viewing, producing or exhibiting lewd, illegal or offensive materials, either hard copy or using a wireless internet connection
- sending or receiving documents, websites or pages that contain lewd, illegal or offensive materials via internet

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- using technology devices to photograph images of patrons, volunteers or staff without their express written consent or knowledge or without the permission of City facility staff
- hacking or other unauthorized access or attempts thereof
- sending or creating viruses, worms and other invasive computer programs
- invading or attempting to invade another person's privacy
- illegal downloading or copying of software or data

## Scope:

This Policy applies to all Parks & Recreation programs, facilities and properties and to all patrons and guests as well as activities that are structured (i.e. permit issued) and unstructured (i.e. no permit issued).

## Objectives:

- To provide a comfortable, respectful and safe environment for patron, guests, staff and volunteers of the City's Parks & Recreation programs, facilities and properties.
- To reduce or eliminate violence in Parks & Recreation programs, facilities and properties including all indoor and outdoor venues.
- To ensure that wireless internet connections in Parks & Recreation facilities are used in keeping with the respectful and decent tone of a public facility used by children and families.

## Definitions:

For the purpose of this policy, unless otherwise stated, the following definitions shall apply:

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Term	Definition
Vandalism	the malicious, willful, and deliberate destruction, damage or defacing of property owned or permitted through the Parks & Recreation Department
Lewd, illegal or offensive materials	includes pornography, violent acts, indecency, hate, illegal gambling, profanity and material with text or imagery that has explicit or malicious intent.

## References:

- the Occupiers' Liability Act
- the Occupational Health and Safety Act
- the Trespass to Property Act
- the Criminal Code
- Municipal By-Laws and other Provincial Legislation.

## Roles:

### **Accountable:**

The Zero Tolerance Staff Team is answerable for the timely review, updating and dissemination of the policy in the functional area.

### **Responsible:**

Department managers, including staff, perform the work to achieve the task.