

# Griswold Recreation Policy: Incidents, Strikes, Dismissal

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## **Purpose:**

Griswold Rec strives to create programs for inclusive and maintained engagement from participants — we do not seek to remove kids from our programming. However, for the importance of ensuring a safe, positive environment for all who attend, we reserve the right to dismiss participants involved in serious and/or concerning incidents at the program.

## **Communication and Incident Reports:**

Any incident brought to the attention of a supervisor or director may be documented. These are generally written up as an incident report and discussed with a parent/guardian; reports are to be signed by a parent/guardian, who may request a copy afterwards. Most documented incidents do not result in strikes. A report may simply note something that happened to a participant or an accident (e.g. a scraped knee during a sport). Furthermore, we often use reports in hopes of preventing a participant from receiving a strike, highlighting smaller concerns a parent/guardian may want to address. If an incident results in a strike, a parent/guardian will be notified — the strike is also generally recorded on the signed incident report.

## **Strikes:**

A participant may receive a strike for (1) a single, serious incident; (2) a number of concerning incidents; or (3) any other behavior or action for which the supervisor(s) and/or director(s) deem a strike to be necessary. Examples of strike-worthy offense may include (but are not limited to):

- Physical contact with intent
  - This also includes deliberately hitting someone with an object or deliberately throwing, kicking, or launching an object at someone. Such actions are not tolerated at camp and can result in a strike. Additionally, participants who “hit back” in retaliation can also receive a strike
- Leaving or fleeing assigned space without staff permission
  - This could include running out of a room where the participant’s activity is occurring or trying to leave the site of our program. Such incidents put all involved parties (the leaving participant, the staff supervising them, other participants under that staff member’s supervision, etc.) at major risk.
- Hate speech or other discriminatory behaviors
- Sexual harassment

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## **Strike Consequences**

The supervisor(s) and director(s) will determine consequences for participants who receive strikes. The general consequences are as follows:

- First Strike: participant is dismissed for a limited period (usually the remainder of the day)
- Second Strike: participant is dismissed for the remainder of the program

However, additional consequences may be instituted depending on the circumstances.

Furthermore, while our program generally follows a two-strike policy, a participant may be dismissed from the program for a single incident if deemed severe enough by the supervisor(s) and/or director(s).

## **Refunds**

If a participant receives a strike and, consequently, must miss time from our program that has already been paid for, the rights to a refund by the participant and/or their family are relinquished. Parents/guardians may want to discuss the importance of behaving and avoiding strikes with participants. It may be useful to cover strategies for navigating conflicts without verbal, digital, or physical retaliation (such as seeking staff aid when conflicts arise).

## **Policy Updates**

This policy may be updated. Updated versions will be posted on our department site, added to our registration portal, or sent to account holders who have opted in for text communication.

Please check for revised versions, as updates may go in effect before the end of this year's program. Participation in the program is contingent on understanding and in accordance with all terms (initial and/or updated) attached to the program.