



ArcelorMittal

Zero Tolerance of Violence: Code of Behaviour



ArcelorMittal Dofasco

 F. H. Sherman
Recreation &
Learning
Centre



ArcelorMittal

POLICY STATEMENT:

The F. H. Sherman Recreation and Learning Centre provides members, their families and guests with opportunities to participate in sport and other recreational activities in a safe and positive environment. The Recreation Centre staff and volunteers ensure the most supportive climate possible for our users so they can enjoy their sport and learn about competition, teamwork, sportsmanship, and fair play.

Our Recreation programs are managed and operated by the Recreation Staff and Volunteers whose goal is to assist in contributing to the success of our programs. It is therefore critical for the Recreation Centre to do all things necessary to ensure that deterrents are in place to ensure that incidents of inappropriate behavior, violent behaviours or activities detrimental to the recreation facility do not occur.

The F.H. Sherman Recreation and Learning Centre has approved a policy of Zero Tolerance to Violence for all our groups and activities at the Centre and rented properties.

Included in this commitment is an understanding that organizations or groups that rent our facility, must also take responsibility for the behaviour of all participants associated with them: players, parents, officials, and spectators.

STATEMENTS OF PRINCIPLE:

1. Participation by employees, spouses, children, retirees, grandchildren (where applicable), associate members (where applicable) in planned activities is an important element in the human development process.
2. To ensure maximum enjoyment and benefits from participation in sport/activity, the maintenance of a safe and positive environment is essential.

3. The rules of each of the games exist to protect the players and participants. Referees/officials are charged to ensure the fair and consistent application of the rules and to ensure the safety of all participants.
4. It is the mandate of the F.H. Sherman Recreation and Learning Centre to ensure measures are in place for the safety of our volunteers, executive members, coaches, referees and officials.
5. Inappropriate behaviours or activities detrimental to the F.H. Sherman Recreation and Learning Centre will not be condoned. Violent or abusive behaviours such as verbal threats and insults, attempts to intimidate as well as physical assault and battery have no place in our facility, rented properties or at City owned properties where scheduled games and activities are played.
6. Promotion of spectator "positive cheering" will assist in the reduction of inappropriate behaviour in our facility.
7. Children 13 and under are required to have adequate supervision on site

GOALS OF THE POLICY:

1. Reduce or eliminate inappropriate behaviour from the F.H. Sherman Recreation and Learning Centre and rented/leased properties.
2. Promote positive and supportive cheering behaviours among spectators and fans.
3. Increase the level of understanding among participants and spectators of the importance of creating a positive and supportive environment in all recreational activities.

Organizational criteria

- Loud verbal insults and/or use of offensive or abusive language
- Threats or attempts to intimidate
- Throwing of articles in a deliberate or aggressive manner
- Aggressive approaches to another individual
- Physical striking of another individual
- Attempts to encourage inappropriate behaviour in others
- Violations of the Human Rights Code
- Harassment of any kind to another individual
- Deliberate violation of a safety rule
- Deliberate neglect of the use of mandatory protective equipment while participating in a sporting activity
- Theft, damage or unauthorized removal of property belonging to the Centre, its employees, contractors, vendors or visitors
- Being under the influence of intoxicants or illicit drugs while on the premises

CONSEQUENCES:

Individuals who engage in any of the above behaviours could be subject to immediate ejection from the facility and a further ban from all Recreation clubs and activities (to be determined by the Recreation Management). Incidents of physical nature will result in immediate ejection from the facility, suspension and possible banning, and could include a call to the police.

Those individuals, who are identified and suspended in accordance with this Policy, may be prohibited from holding any positions within our executives or coaching staff for a period of one year.

Those individuals identified as perpetrating vandalism to property shall be subject to a minimum suspension of one month, as well as, assigned a repair cost to repair the damage.

It is also expected that any groups or teams representing ArcelorMittal Dofasco "off premises" will not engage in any of the above behaviours or activities and will be subject to the above listed discipline.

COMPLAINT PROCEDURE

If a situation is emerging on site, the on-site Security Guard should be alerted. All other complaints should be discussed verbally or in writing with the Coach or member of the Executive. If the complaint is not resolved to their satisfaction at that point, then the complainant may discuss the problem progressively with higher levels, that is, Convenor, President, Recreation Facility Specialist, Recreation Manager.

All complaints are to be dealt with promptly and confidentially. While it is recognized some complaints will require time to investigate, complaints should generally receive a response within 10 days of the interview.

In cases whereby incidents are of serious nature, it may be necessary to report them to the ArcelorMittal Dofasco Human Resources Department and/or the Hamilton Police Department.

*Code of Behaviour zero tolerance -REVISED 2023-10-25

