



### Town of Windsor UPWARD Participant Code of Conduct

The purpose of UPWARD is to provide recreational and social opportunities for citizens with disabilities. We value every individual and want to provide a quality experience for every participant in the program.

The following guidelines for appropriate conduct are established to offer consistent, safe and respectful behavioral standards for all participants. These guidelines will apply to all participants involved in the UPWARD program and will serve to protect our participants from physical violence, emotional outbursts and anger. They will also reflect the respectful nature of the program, to all others, and to permit an environment where participants feel valued and honored.

1. Participants will not display behaviors of aggression, violence or threats to any TOW staff member or volunteer, community member, UPWARD participant or participating agency employee helping to provide services to the program. Such behaviors include, but are not limited to: pushing, shoving, tripping, hitting, kicking, slapping or the use of any weapon. In addition, yelling, screaming, swearing or threats of bodily harm will not be tolerated. These types of behaviors will result in disciplinary action to include suspension or removal\* from the UPWARD program.
2. Participants will not show signs of disrespect to any TOW staff member or volunteer, community member, UPWARD participant or participating agency employee helping to provide services to the program. Disrespect includes, but is not limited to: name-calling, bullying, put-downs, blaming, accusing, or non-compliance (leaving the group, not following directions, etc.). Disrespect can be verbal, physical or both. Displays of disrespect will not be tolerated and will result in disciplinary action to include suspension or removal\* from the UPWARD program.
3. Participants should report any and all incidents to the Recreation Coordinator or Town of Windsor staff member immediately. The Recreation Coordinator and staff will make a timely assessment of the situation. Any disciplinary action will be reviewed by the Recreation Coordinator before action is taken. Repeat offenses violent in nature will result in permanent removal from the UPWARD program.
4. The responsible party and parents/guardians will be notified of the offense and disciplinary action no later than 48 hours after the incident.
5. \*After three offenses (or "strikes"), the participant will be asked to leave the activity. In the case that we are away from the Recreation Center and the 3<sup>rd</sup> strike is issued, the participant will not be allowed to participate in the next activity they signed up for that is offered by the UPWARD program.

"I understand and agree to the above guidelines and recognize that these guidelines are established to offer consistent, safe and respectful behavioral standards for all participants, volunteers, staff, community members or assisting agency personnel."

\_\_\_\_\_  
Participant Name (please print)

\_\_\_\_\_  
Participant Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Parent/Guardian Name (please print)

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date