

Town of Gorham - Parks & Recreation Department

BEHAVIORAL MANAGEMENT (Bullying) POLICY

Discipline will be constructive in nature and include techniques such as:

1. Using limits that are fair, consistently applied, appropriate and understandable to your child's level
2. Providing your child reasons for limits
3. Provide positive worded direction and redirecting your child to acceptable behavior
4. Helping your child to constructively express his / her feelings and frustrations to resolve conflicts

The staff / coaches will not use any type of physical or verbal abuse as discipline measures.

The following are offenses and consequences that will be taken.

OFFENSES:	1st	2nd	3rd	4th
Drugs, Alcohol and/or Weapons	Immediate expulsion from program (NO REFUND)			
Stealing	Write up Parents notified 2 day suspension *Damage restitution	Expulsion from program *Damage restitution (NO REFUND)		
Willful destruction of property*				
Found out of program boundaries				
Physical fighting				
Bulling (physical or verbal)				
Cursing	Write up Parents notified *Damage restitution	Write up Parents notified 2 day suspension *Damage restitution	Expulsion from program *Damage restitution (NO REFUND)	
Carless damage to Rec, School or Town Property*				
Disrespect of Staff				
Endangering another persons well being				
Inappropriate Language	Verbal Warning Write up	Write up Parents notified	Write up Parents notified 2 day suspension	Expulsion from program (NO REFUND)
Breaking Program Rules				

Bullying = Includes a wide variety of behaviors, but all involve a person or a group repeatedly trying to harm someone who is weaker or more vulnerable. It can involve direct attacks (such as hitting, threatening or intimidating, teasing and taunting, name-calling, making sexual remarks and stealing or damaging belongings) or more subtle, indirect attacks (such as spreading rumors or encouraging others to reject/ exclude someone).

Endangering another person's well being = includes but not limited to; hitting, biting, kicking, hazing, etc.

Breaking Program Rules = includes but not limited to defiance, uncooperativeness, insubordination, unruliness

Definition of "2 Day Suspension" = During summer activities this includes 2 consecutive days and any activity included in those days. During sport seasons this includes 2 consecutive games and any activity between those games.