



Altercation Policy

Originator: Chuck Ellis

Date: 2001

Authorized by: Monica Conrad, Director

Date: 2020

References: 8.4.3 Handling of Disruptive Behavior

Revision Date: 5/3/2011

Revision Date: 9/28/2018

Revision Date: 4/12/19

Revision Date: 8/28/20

PURPOSE

To promote the ideals of teamwork, sportsmanship and acceptable social behavior at Parks and Recreation events/activities.

SCOPE

It is the goal of Lexington Parks and Recreation to provide an environment where our participants can grow, not only physically, but also mentally. It is the responsibility of our leaders, participants and fans/spectators to provide an example of self-control and integrity in the hopes that others follow their example.

POLICY

Leaders:

A leader is an individual who holds any supervisory position, including but not limited to, program coaches, assistant coaches, program officials, program supervisors and program volunteers.

Participants:

A participant is an individual, other than a leader or a fan/spectator, who takes an active part in events/activities that Lexington Parks and Recreation sponsors.

Fans/Spectators:

A fan/spectator is an individual who participates in Parks and Recreation events/activities by demonstrating support without taking a leadership or participant role in that particular event.

Barring Policy:

Parks and Recreation Barring Policy may be enacted depending upon the circumstances of each situation. A copy of the Barring Policy will be available to all program supervisors, program officials, program volunteers and league officials.

1. Fighting:

A hostile encounter with another party or parties, resulting in a physical struggle or contact, will be defined as a "fight." Fighting will not be tolerated on the part of any participant, leader or spectator associated with Lexington Parks and Recreation events/activities. **Fighting may lead to barring under LFUCG Parks and Recreation Barring Policy.**

A. Leaders

First Offense – Minimum of three (3) years suspension as a leader or participant in LFUCG Division of Parks and Recreation activities/events from the date of incident.

Second Offense- Minimum 5 year suspension up to lifetime suspension (depending on circumstances) as a leader or participant in LFUCG Division of Parks and Recreation activities/events from the date of incident. Two (2) year suspension as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

B. Participants

First Offense – (Adults: 18 & over) Minimum of three (3) years suspension as a leader or participant in LFUCG Division of Parks and Recreation events/activities. One (1) year suspension as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

First Offense – (Youth: 15-17) One (1) year suspension as a leader, participant and/or fan spectator from LFUCG Division of Parks and Recreation events/activities from the date of incident.

First Offense – (Youth: 13-14) Suspension the remainder of the season from the date of the incident as a leader, participant and/or fan spectator from LFUCG Division of Parks and Recreation events/activities from the date of incident.

First Offense – (Youth: 12 & under) Suspension the remainder of the season from the date of the incident as a leader, participant and/or fan spectator from LFUCG Division of Parks and Recreation events/activities from the date of incident.

Second Offense – (Adults: 18 & Over) 5 year suspension as a leader or participant in LFUCG Division of Parks and Recreation events/activities. Two (2) year suspension as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

Second Offense - (Youth: 15-17) Minimum of three (3) years suspension as a participant and/or fan/spectator from all Lexington Parks and Recreation events/activities.

Second Offense – (Youth: 13-14) One (1) year suspension as a participant and/or fan spectator from LFUCG Division of Parks and Recreation events/activities from the date of incident.

Second Offense – (Youth: 12 & Under) One (1) complete season from the date of the incident as a participant and/or fan spectator from LFUCG Division of Parks and Recreation events/activities from the date of incident.

C. Fans/Spectators

First Offense – (Adults: 18 & over) Up to three (3) years suspension as a leader or participant in LFUCG Division of Parks and Recreation events/activities. One (1) year suspension as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

First Offense – (Youth: 15-17) One (1) year suspension as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

First Offense – (Youth: 13-14) Suspension for the rest of the season from the date of the incident as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

First Offense – (Youth: 12 & under) Six month (6) suspension from the date of the incident as a fan in Lexington Parks and Recreation's events/activities from the date of incident.

Second Offense – (All ages) Minimum of 5 year suspension up to a 10 year suspension as a fan/spectator, participant and leader from all related Lexington Parks and Recreation events/activities from the date of incident.

2. Unsportsmanlike Conduct

Lexington Parks and Recreation strives to create an environment that teaches individuals the art of good sportsmanship. Unsportsmanlike conduct includes but is not limited to:

Verbal abuse defined as the intentional act of insulting another individual through oral measures with the aim of offending.

Use of Racial and/or Gender Epithets defined as the use of racial and/or gender epithets used in reference to an individual's race, ethnicity, color, gender, gender identity or sexual orientation.

Inappropriate behavior defined as the use of obscene or inappropriate gestures or sounds.

Bullying defined as a persistent pattern of mistreatment that causes harm or humiliation used in reference to an individual's race, ethnicity, color, religion, age, sex, disability, gender identity or sexual orientation.

A. Leaders and/or Participants - (Adults: 18 & Over)

First Offense – Minimum of one (1) year suspension as a leader, participant or fan/spectator from Lexington Parks and Recreation events/activities from the date of the incident.

Second Offense – Up to a five (5) year suspension as a leader and/or participant from Lexington Parks and Recreation events/activities. Two (2) year suspension as a fan in Lexington Parks and Recreation events/activities from date of incident.

B. Leaders and/or Participants - (Youth: 15 -17)

First Offense - Immediate suspension as a participant and/or fan/spectator from current event/activity and suspension from next scheduled program event/activity.

Second Offense - One (1) year suspension as a participant and/or fan/spectator from Lexington Parks and Recreation events/activities from the date of incident of the second offense.

Third Offense – Minimum of two (2) year suspension as a leader, participant from Lexington Parks and Recreation events/activities. Minimum two (2) year suspension as a fan in LFUCG Division of Parks and Recreation events/activities from date of incident.

C. Leaders and/or Participants - (Youth: 13-14)

First Offense - Immediate suspension as a participant and or fan/spectator from current event/activity and suspension from next scheduled program event/activity.

Second Offense – Up to one (1) year suspension as a participant and or fan/spectator from Lexington Parks and Recreation events/activities from the date of incident of the second offense.

Third Offense – Up to three (3) year suspension as a participant from Lexington Parks and Recreation events/activities. Minimum of two (2) year suspension as a fan in LFUCG Division of Parks and Recreation events/activities from date of incident.

D. Leaders and/or Participants - (Youth: 12 & Under)

First Offense - Immediate suspension as a participant and or fan/spectator from current event/activity and suspension from next scheduled program event/activity.

Second Offense – Up to one (1) full season suspension from the date of the incident as a participant and or fan/spectator from Lexington Parks and Recreation events/activities from the date of incident of the second offense.

Third Offense – Minimum of two (2) year suspension as a leader and/or participant from Lexington Parks and Recreation events/activities. One (1) year suspension as a fan in LFUCG Division of Parks and Recreation events/activities from date of incident.

3. Procedures Following Incident

When a person engages in unsportsmanlike behavior within the Lexington Parks and Recreation's events/activities, recreation supervisors, recreation leaders, league supervisors and/or league officials will:

1. Have the individuals involved in the dispute escorted from the park or facility at which the event is occurring. During such time, the sporting event or program will be stopped until those involved have left the park or facility property. If a person(s) refuses to leave the premises, the LFUCG Division of Police will be contacted and asked to enforce the ruling of the officials. Incidents must be reported to the appropriate activity Supervisor at Parks and Recreation within one business day. Incident report should include names of all individuals involved.
2. Individuals removed from the park or facility will be sent a notification letter either by mail or email stating their violation of the altercation policy. The individual will then have seven (7) days from the receipt date of the notification to respond with a written statement, explaining or defending their involvement and setting out their perception of the altercation as it occurred.
3. The response must be received by the office of the Division of Parks and Recreation Program Manager of the event/activity at the address provided in the notification letter on or before the seventh day from the receipt date of the email. No written statement will be considered in the investigation after the seven (7) days.
4. After the statements are received, an investigation will be conducted by:
 - Franchise League officials for incidents occurring during league play
 - A panel for incidents occurring during Parks and Recreation programs/eventsLexington Parks and Recreation will review investigation results and judgement recommendations from Franchise Leagues. For other incidents Lexington Parks and Recreation should render judgment of the altercation within ten (10) working days from the statement deadline.
5. A panel consisting of the division director/director's designee, program or rentals manager and the program supervisor of that particular program in which the altercation occurred will conduct the investigation.

6. During this investigation, the individual(s) accused will be suspended from all events/activities.
7. Those found in violation of this policy, or who are not content with the panel's decision, may file an appeal to the office of the director of LFUCG Division of Parks and Recreation, 469 Parkway Drive, Lexington, Kentucky 40504. In filing an appeal, an individual(s) will have five (5) business days to respond in writing from notification of the decision, and said appeal shall be received in the director's office on or before, the fifth day after notification of the decision. Individuals may be asked to appear before an appeal review committee appointed by the director.
8. All appeal decisions are final and are not subject to review. If Lexington Parks and Recreation deems a physical or verbal altercation as a flagrant and deliberate act of violence, the division reserves the right to enforce a more severe punishment within this established disciplinary code.

Revised May 2011

Revised September 2018

Revised April 2019

Revised August 2020 