

SUSPENSION OR EXPULSION REINSTATEMENT POLICY

PURPOSE: To establish a standard patron/participant suspension or expulsion reinstatement policy for use of the City of Alamogordo Family Recreation Center.

1) Policy

The City of Alamogordo's Family Recreation Center is a family recreation facility operated for the benefit of the community. It is essential to the enjoyment of this facility by its patrons and participants, and to a positive work environment for staff and volunteers, that a non-threatening, pleasant atmosphere be maintained and that patrons and participants follow the Alamogordo Family Recreation Center and the City of Alamogordo policies and procedures. These rules are intended to achieve that aim.

B. Procedure

1) Grounds for Suspension or Expulsion Include, But Are Not Limited To:

- a. Violation of any Alamogordo Family Recreation Center, Parks & Recreation Department or City code, rule or policy
- b. Lack of respect for other patrons, participants, City staff or volunteers
- c. Harassment of other patrons, participants, City staff or volunteers, including physical and verbal abuse
- d. Loud, threatening or rude behavior
- e. Use of profanity or vulgar language
- f. Acting in a way which could cause equipment or facility damage
- g. Excessive rowdiness

2) Suspension Period; Expulsion:

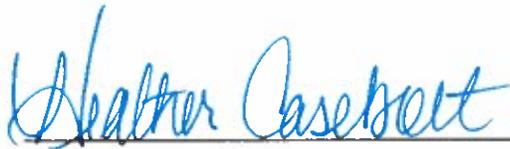
The suspension period is typically one day to one year, but may also be of indeterminate duration, at the City's sole discretion. Alamogordo Family Recreation Center management or other City management may implement the suspension or expulsion. Depending upon the nature and seriousness of the offense, a suspension may go into effect immediately and without advance verbal or written notice to the suspended patron or participant.

The nature and seriousness of the offense will determine the length of the suspension. Aggravated circumstances, even for a first offense, or a repeat suspension may warrant a longer period of suspension, an indefinite suspension, or permanent expulsion.

3) Reinstatement Procedure

- a. Any patron or participant suspended for a definite period seeking reinstatement must file a written statement with the Recreation Facility Manager, setting out the reason(s) why reinstatement should be granted.
- b. Any patron or participant suspended or expelled from the Alamogordo Family Recreation Center who believes that the suspension or expulsion is not warranted or who seeks reinstatement from an indefinite suspension or an expulsion may file a written statement with the Recreation Facility Manager, setting out the reason(s) the patron or participant believes the suspension or expulsion is unwarranted and/or why reinstatement should be granted.
- c. The Recreation Facility Manager or designee will consider relevant and applicable information, including, but not limited to: complaints and statements from other patrons; complaints, statements and incident reports from staff and volunteers; video and audio files of the incident or incidents; and any information submitted by the suspended or expelled patron or participant. Consideration will also be made of any information showing that the suspended or expelled patron or participant is remorseful, understands what code, rule or policy violation(s) led to the suspension or expulsion, and understands that if reinstated, he/she must follow all Alamogordo Family Recreation Center, Parks & Recreation Department and City codes, rules and policies. The Recreation Facility Manager or designee may ask the suspended or expelled patron or participant to meet with staff in person or by telephone to discuss the situation and may conduct interviews or gather such other information as the Recreation Facility Manager or designee deems necessary. The Recreation Facility Manager or designee will discuss the situation with the Parks & Recreation Director and/or other City management.
- d. Within sixty (60) days of the filing of the written statement, the Recreation Facility Manager or designee will consider and rule upon the matter. The Recreation Facility Manager or designee may sustain, modify, rescind or end the suspension or expulsion, and may reinstate the patron or participant. The decision of the Recreation Facility Manager or designee is final and not appealable.

APPROVED



Heather Casebolt, Recreation Facility Manager

3/1/23
Date



Belinda Bass, Parks & Recreation Director

3/1/23
Date