



# Mohawk Council of Kahnawà:ke Sports and Recreation Code of Conduct and Zero Tolerance Policy

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## 1.0 Objectives

- 1.1 The objective of this policy is to ensure that Kahnawakehró:non have access to sports and recreation that is safe and inclusive.

## 2.0 Definitions

- 2.1 N/A

## 3.0 Application

- 3.1 This policy applies to all individuals that use Kahnawà:ke parks, beaches, and sports facilities, including Kahnawakehró:non, visitors, sporting participants, volunteers, and employees.

## 4.0 Policy

- 4.1 Individuals using the parks, beaches, and sports facilities in Kahnawà:ke must conduct themselves in a manner that respects the principles of safety, fairness, and dignity.
- 4.2 While using Kahnawà:ke parks, beaches, sports facilities, and grounds, there shall be zero tolerance for:
- Polluting.
  - Having or using illicit drugs.
  - Possession of weapons.
  - Exhibiting criminal, violent, or aggressive behavior.
  - Carrying out activities or exhibiting behaviors that are discriminatory, racist, or promote hatred.

- 4.3 Violations of this code of conduct that are not classified under zero-tolerance provisions are subject to a progressive disciplinary approach, emphasizing remedial measures where appropriate, particularly for minors.
- 4.4 Individuals who violate the rules classified as zero-tolerance in section 4.2 are subject to suspension from accessing sports and recreational facilities managed by the Sports and Recreation Unit as well as potential legal consequences.
- 4.5 Individuals may face permanent loss of access privileges to facilities for engaging in activities that pose significant risks to safety, security, or community well-being.
- 4.6 The mental health status of individuals in violation of this policy shall be considered when determining suspensions and loss of services, with appropriate accommodations made based on official diagnoses where applicable.
- 4.7 Any actual, potential, or perceived conflicts of interest in the application of this policy must be disclosed promptly, and appropriate measures must be taken to manage or mitigate them to ensure fairness, transparency, and integrity in decision-making.
- 4.8 Individuals have the right to appeal decisions related to suspensions or loss of privileges through a formal process governed by the Client Based Services Committee.
- 4.9 All youth recreational organizations are required to maintain documented, transparent, and fair mechanisms for addressing discipline, handling complaints, and managing appeals.
- 4.10 Official court decisions, peace bonds, and restraining orders supersede this policy, and shall be enforced by the appropriate law enforcement authorities.
- 4.11 The Director of the Sports and Recreation Unit of the Mohawk Council of Kahnawà:ke is responsible for addressing any breaches to this policy and implementing appropriate corrective measures; They are also responsible for interpreting this policy as required, ensuring its accessibility to users, and maintaining the associated procedures and forms.

## **5.0 References**

- 5.1 Code of Conduct and Zero Tolerance Procedures
- 5.2 Code of Conduct Complaint Form