

The following chart represents guidelines, and outlines the consequences for acts of inappropriate behaviour at all municipal properties, facilities, and programs, in written or verbal communication (including email or phone), where municipal staff are present.

It is understood that these guidelines do not include all types of behaviour, that each incident will be reviewed based on information available, and that consequences outlined below are guidelines that may be adjusted to reflect conduct/actions. Consequences may be more severe or escalated depending on the circumstances of the inappropriate conduct.

Time banned is from all municipal properties, facilities, parks and programs, or any other location where municipal staff are present. Inappropriate written or verbal communication will not be tolerated. Action will be taken as necessary.

Incident	1 st Occurrence	2 nd Occurrence	Any subsequent occurrences
<ul style="list-style-type: none"> • Aggressive or intimidating approaches to another individual (verbal assault) • Attempts to goad or incite anger in others 	Letter of warning	Minimum 3 month ban and review to determine if further consequences are warranted	Minimum 1 year ban and review to determine if further consequences are warranted
<ul style="list-style-type: none"> • Threats • Harassment 	Minimum 3 month ban	Minimum 6 month ban and review to determine if further consequences are warranted	Minimum 3 year ban and review to determine if further consequences are warranted
<ul style="list-style-type: none"> • Throwing of articles in a deliberate/aggressive manner • Physical striking of another individual • Illegal consumption of alcohol or drugs • Possession of weapons 	Minimum 6 month ban	Minimum 1 year ban and review to determine if further consequences are warranted	Minimum 3 year ban and review to determine if further consequences are warranted
<ul style="list-style-type: none"> • Vandalism to building or property/theft 	Minimum 1 month ban plus payment of repair costs and 20% administration fee	Minimum 6 month ban plus payment of repair costs and 20% administration fee and review to determine if further consequences are warranted	Minimum 3 year ban plus payment of repair costs and 20% administration fee and review to determine if further consequences are warranted