

**Ellen Lambert Murphy Memorial Community Center**  
**ZERO TOLERANCE POLICY**

**Summary**

**1.1.** Any form of physical violence including but not limited to assault, striking of another individual while engaged, enrolled or participating in a recreational activity, program or game or sanctioned program. Consumption of alcohol or drugs

The action above will warrant an automatic minimum one-year suspension from date of incident.

**1.2.** Verbal abuse of participants, coaches, referees, members of the public, which is deemed to be aggressive, intimidating, or having the objective of inciting violence.

**1.3.** Profane language or indecent gestures.

The above will result in a written warning. Second warning will result in an automatic four-game/week suspension with the ability to revoke permits for issued fields and suspend violator for up to one year.

**1.4.** Refusal to exit a facility.

Removal of the person(s) will be assisted by law enforcement and said person(s) shall not be allowed back onto facilities for a minimum of 4 weeks to a maximum of one year.

**1.5.** Vandalism to any building or property

The minimum suspension is two months. For vandalism, the charge will be twice the cost of repair for vandalism, and a minimum of six months suspension from date of incident.

**2.0.** The Recreation Department may close a program or facility because of prohibited behavior. All incidences will be reported to the Sports Director, President of the Board of Trustees and Office Coordinator

**3.0.** A person suspended from a program or facility may appeal that suspension to the Board. The decision of the Board will be final. Removal from a program will not be grounds for a refund.

**4.0.** The Board of Trustees reserves the right to amend this policy at any time and to rule on unacceptable and prohibited behavior not specifically covered in this document.

**Ellen Lambert Murphy Memorial Community Center  
Zero Tolerance Policy for Violence  
in Recreational Properties and Facilities**

**Policy Statement**

1.1 The Ellen Lambert Murphy Memorial Community Center, here after referred to as “ELMMCC”, exist to provide residents, especially children, with opportunities to participate in sport and other recreational activities in a safe and positive environment. The ELMMCC will ensure the most supportive climate possible for Winchester children, so that they can enjoy their sport, learn about competition, teamwork, sportsmanship, and fair play.

1.2 As with many New Hampshire Communities, the town’s sport system is staffed by volunteers. These community-minded citizens contribute in many ways to the success of sports in the town. The ELMMCC's responsibility is that they, too, have the ability to work in a safe and positive environment.

1.3 Of critical importance is for the ELMMCC, through its Athletic Programs, to do all things necessary to ensure that preventative measures are in place so that incidents of violent or inappropriate behavior do not occur in its facilities.

1.4 Included in this commitment is an understanding that organizations and persons using facilities must take primary responsibility for the behavior of all associated with them: players, officials, and spectators.

1.5 Consumption of alcohol or drugs.

**2.0 Statements of Principle**

2.1. Participation by children in sport is an important element in the human development process.

2.2 To ensure maximum enjoyment and benefits from participation in sport, a safe and positive environment is essential.

2.3. The rules of each sport exist to protect the players. Referees and officials are charged to ensure the fair and even application of the rules, and to ensure safety of the players.

2.4. The Town must put measures in place to ensure the safety of referees and officials, as well as organizers of sports, who are for the most part volunteers.

2.5. Violent or abusive behaviors, such as verbal threats, profanity and insults, to intimidation and physical assault have no place in the Town's facilities.

2.6. Promotion of spectator "positive cheering" will assist in the reduction of violent behavior at the facilities.

2.7. Volunteers are charged with the education of our youth on the ideals of sportsmanship, fair play and appropriate behavior.

### **3.0 Goals of the Policy**

- 3.1 To reduce or eliminate violence from the facilities and activities.
- 3.2 To promote positive cheering behaviors among spectators and fans.
- 3.3 To increase the level of understanding among spectators and fans of the importance of creating a positive and supportive environment for children's sport.

### **4.0 Definition of Violence**

4.1 The focus of this Policy is on behavior. For the purposes of this Policy, violence includes, but is not limited to, the following behaviors:

- verbal assaults
- threats and attempts to intimidate
- throwing of articles in a deliberate or aggressive manner
- aggressive approaches to another individual
- attempted or physical striking of another individual
- attempts to goad or incite violence in others
- vandalism to building or property
- racial or ethnic slurs
- use of profanity

### **5.0 The Consequences**

5.1 Individuals who engage in any of the above behaviors will be subject to immediate ejection from the facility and a mandatory suspension from all ELMCC for a period of time not less than two months. Two months is a minimum period only, and may be extended by the Board of Trustees.

5.2 Those individuals who are identified and suspended in accordance with this Policy shall further be prohibited from holding any positions within the ELMCC's affiliated sport community for a period of two years.

5.3 Incidents shall be reported to the Town of Winchester Police Department.

5.4 There will be no reconsideration by the ELMCC with respect to the length of a suspension or prohibition. Where new information is available, a suspended individual may request a reconsideration appeal of the facts on which the suspension is based. Such request must be addressed to the Director, who will confer with the Committee regarding the new information and make a decision. All such decisions of the Board of Trustees are final.

5.5 Where vandalism has been perpetrated, not only will the individual(s) responsible be subject to suspension as outlined above, but will be required to reimburse the Town for the cost of damages.