



City of Boise Program Behavior Policy

The City of Boise is committed to providing safe, inclusive and enjoyable exhibits, programs, and public art where everyone in our community can connect, play, engage and learn.

Our programs are best suited for participants who are able to:

- Self-manage their behavior, emotions and self-care with minimal assistance.
- Participate in structured and informal group activities. Camps, classes and or programs may range in size from 10-60 participants, depending upon the activity.
- Follow program rules and expectations for safety and respect.
- Remain in designated boundaries as defined by the program.

All patrons, staff and volunteers have the right to be safe while attending a program. We encourage open communication and work with participants and families to understand how we can best support each participant within the scope of our programs. However, please note that our programs are not clinical, therapeutic, or one-on-one behavioral intervention services.

Participants, parents/guardians should familiarize themselves with this behavior policy to ensure behavior is respectful, safe and appropriate.

Examples of Inappropriate Behavior include, but is not limited to, the following:

- 1. NON-COMPLIANCE WITH RULES** - Refusal to follow program or facility rules and/or repeated disregard of staff directions or safety protocols.
- 2. INAPPROPRIATE ACTION/BEHAVIOR**
 - Use of abusive, offensive or insensitive language.
 - Inappropriate gestures or actions directed toward others, including participants, staff or the public.
- 3. INAPPROPRIATE TOUCHING OF OTHERS/HARM TO OTHERS**
 - Unwanted or inappropriate physical contact with others (participants, staff or other persons), regardless of intent.
 - Any form of physical aggression, including but not limited to:
 - Hitting, striking, pushing, shoving, biting, spitting, grabbing or intimidating others with physical proximity.
 - Threatening to cause physical harm to another person.

4. **HARM TO SELF** - Physically harming/injuring self or attempting or threatening to do so.
5. **MISUSE/DAMAGE OF PROPERTY** - Improper care, deliberate misuse, or vandalism of property belonging to the City, site location, staff, other participants or the public.
6. **STEALING** - Taking or attempting to take items or property that belong to another individual, the City, or any program facility without permission.
7. **POSSESSING WEAPONS, DRUGS, ALCOHOL OR ILLICIT SUBSTANCES OR DANGEROUS ITEMS** - Bringing weapons, or look-alike weapons, or items that could be used to harm others to the program that may harm others or damage property is not permitted.
8. **BULLYING/INTIMIDATING** - Bullying includes any severe, ongoing, or repeated physical, verbal, or online behavior that:
 - Targets someone based on their actual or perceived traits such as race, color, ethnicity, religion, national origin, sex, age, appearance, sexual orientation, gender identity or expression, ability, political views, or association with someone who has these traits; and
 - Can reasonably be expected to:
 - Make the person fear harm to themselves or their property;
 - Seriously affect their physical or mental health;
 - Interfere with their academic performance or attendance; or
 - Limit their ability to participate in or benefit from programs, services, or activities.

Behavior Response Procedures

The City of Boise is committed to providing a safe, respectful, and inclusive environment for all participants, families, and staff. If a participant's behavior endangers themselves or others, or disrupts the program, staff may take corrective action, up to and including suspension.

The steps below outline our general process for addressing behavior concerns. These are guidelines and may be adjusted or skipped if immediate action is needed for safety or other serious reasons.

Verbal Redirection (Minor Disruptions)

- Staff use positive redirection and gentle reminders.
- Warnings are documented as needed.

Parent/Guardian Notification & Behavior Report

- If the behavior continues, staff completes a Behavior Report.
- Parent/guardian is contacted to discuss the behavior and collaborate on solutions.

Program Pause (Temporary Suspension)

- If disruptive or unsafe behaviors continue, or deemed serious enough, the participant may be temporarily suspended from the program.
- Staff communicate with the parent/guardian outlining:
 - o The reason for the suspension
 - o Duration of the pause
 - o Steps required for reinstatement

Immediate Removal (Severe Unsafe Behaviors)

- Participants who engage in violence, threats, or unsafe conduct that endangers themselves, others, or property may be removed immediately.
- For youth program, parents/guardians are contacted for immediate pick-up.
- Staff document the incident and notify a Program Supervisor.
- Law enforcement may be contacted if required to ensure safety.

Long-Term Removal (Last Resort)

- Long-term removal may be appropriate if:
 - o Multiple suspensions have occurred
 - o There is a single severe safety violation
 - o Efforts to accommodate or redirect behavior have been exhausted
- The Program Supervisor will review the case before the removal decision is finalized.
- For youth programs parents/guardians will be contacted regarding the decision and any options for future participation.
- If the behavior is extreme and permanent removal from future participation is deemed necessary, the Program Supervisor will work with the City of Boise's internal teams.

Parent/Guardian Expectations (Code of Conduct for Parents)

Parent/guardians play an important role in supporting a safe and respectful program environment. Parents are expected to:

- Encourage participants to follow program rules.
- Maintain open, respectful communication with staff.
- Pick up participants promptly when requested for safety reasons.
- Avoid disruptive, confrontational, or unsafe behavior at program sites.

Failure to follow these expectations may result in restricted program access.

ADA Accommodation Requests

The City of Boise is committed to providing inclusive and accessible programs opportunities for all community members. If a participant requires a reasonable accommodation due to a

disability, a two-week advance notice is appreciated; however, all requests will be considered regardless of timing.

Requests can be made by phone, in person, or by email to the Program Supervisor or Inclusion Manager.

Providing your request as early as possible and sharing information about your needs helps us plan proactively to support a successful recreation experience. Reasonable accommodations will be provided unless they would fundamentally alter the nature of the program, pose a direct threat, or create an undue burden, consistent with the Americans with Disabilities Act.

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