



CHICAGO PARK DISTRICT

Facilities Users Code of Conduct

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Overview

Purpose

The Chicago Park District ("Park District") is committed to providing a fun, safe, and respectful environment for all Persons. All Persons are expected to exhibit appropriate behavior while participating in or attending any program or activity sponsored by the Park District or while on Park District property, including adhering to all local, state and federal laws or regulations and all rules set forth in [Chapter 7 of the Chicago Park District Code](#).

The Park District developed this Facilities Users Code of Conduct ("Code of Conduct") to address the safety of all Persons. Additional rules may be developed for specific programs as deemed necessary by the Park District. The Park District reserves the right to amend this Code of Conduct to revise, supplement or discontinue any of the policies and guidelines.

Scope and Applicability

This Code of Conduct applies to any Person participating in or attending any Park District-sponsored program or activity, and any Person on Park District property for any reason. All Persons are expected to uphold these standards while on Park District property and while participating in Park District-sponsored activities and programs.

Each violation of this Code of Conduct will be dealt with on a case-by-case basis. The Park District reserves the right to dismiss or remove anyone whose behavior endangers their own safety or the safety of others.

Definitions

Employee: Individuals who are employed by the Park District, whether part-time, full-time, or seasonal.

Discrimination: Unfair or unequal treatment of an individual or group because of their actual or perceived membership in one or more of the Protected Categories or their association with a person in a Protected Category.

Guest: Any person who is on Park District property, including parents, guardians and family members of Patrons and Youth. A member of a Park Advisory Council who is on Park District property and is not actively volunteering for a Park District sponsored activity is considered a Guest.

Harassment: Any unwelcome conduct, including verbal, nonverbal, visual, or physical conduct, that is based on an individual's actual or perceived membership in a Protected Category or their association with a person in a Protected Category when that offensive conduct is persistent, pervasive or severe and has the purpose or effect of creating an

intimidating, hostile or offensive work or recreation environment or unreasonably interferes with, limits, or denies an individual's full and equal enjoyment of the Park District's programs, services, facilities, privileges, advantages, and accommodations or employment access, benefits, and opportunities. In this Code of Conduct, harassment covers Employees, applicants for employment, Board Commissioners, officers, officials, contractors, consultants, vendors, Volunteers, coaches, participants, and Patrons.

Park District: The Chicago Park District.

Patron: Individuals of any age, including Youth, who are participating in Park District sponsored program, activities, or events either in-person, or online.

Person: Any natural person, corporation, society, organization, company, association, firm, partnership, or other entity. A Person also includes Guests, Volunteers, Patrons, and Youth.

Protected Categories: Means an individual's actual or perceived race, color, religion, sex, gender identity, national origin, ancestry, age, marital status, disability, genetic information, unfavorable discharge from military service, sexual orientation, pregnancy, parental status, source of income, or any other basis protected by federal, state or local law, ordinance, or regulation.

Third Parties: Organizations and individuals that use Park District facilities to organize events or programming. This may include public or private events, leagues, clubs, and classes.

Volunteer: A person who is voluntarily donating their time or labor to the Park District. A member of a Park Advisory Council is not considered a volunteer unless they are actively engaging in a Park District-sponsored volunteer event or activity.

Youth: Children and teenagers who are participating in Park District sponsored programs, activities, or events either in-person, or online.

Code of Conduct

All Persons are expected to exhibit appropriate behavior at all times and shall:

- Only use all facilities and Park District property for their intended purpose.
- Respect all Patrons, Guests, Employees, and Volunteers.
- Follow all rules and program guidelines.
- Comply with any reasonable request from Park District Employees.
- Respect equipment, supplies, and property.
- Refrain from cursing or using abusive or foul language.
- Refrain from threatening or causing bodily harm to themselves, Patrons, Employees, Guests, Volunteers, or others.
- Refrain from bringing weapons or firearms onto Park District property pursuant to [430 ILCS 66/65](#) and [720 ILCS 5/24-1](#)

Persons spectating Youth programs shall also:

- Support the Youth to encourage an active, positive and enjoyable experience.
- Show good citizenship by respecting everyone, the equipment, and facilities.
- Remain drug, tobacco, alcohol and performance enhancer free at Youth activities. Refrain from bringing drugs, tobacco, alcohol, or performance enhancements to activities.

Persons managing Youth programs shall:

- Ensure Youth programs are played in a safe, healthy and fun environment.
- Provide fair play opportunity for all Youth regardless of race, creed, sex, gender identity or expression, economic status or ability.
- Be held accountable and stay informed about the programs.
- Complete the volunteer screening process prior to the start of their program, event, or activity if they will have regular, repetitive access or contact with Youth.

Third Parties using Park District space are responsible for ensuring that parents, program participants, and coaches, staff, and volunteers affiliated with the Third Party follow this Code of Conduct, including redirecting and addressing behavior that violates this Code.

Procedures and Consequences for Violations

General Guidelines

The Park District's response to Code of Conduct violations will be fair and consistent. Where possible, employees should take steps to:

- **Intervene** to minimize escalation, disruption, resolve conflict, and keep Persons safe;
- **Redirect** Persons to correct inappropriate behavior and minimize the likelihood of the behavior escalating or recurring; and,
- **Gather Information** from those who witness an incident or Code of Conduct violation so that it can be reported and addressed.

Third-party groups using Park District space shall redirect inappropriate behavior and intervene when they witness violations of this Code. Third-party groups shall provide information to Park District employees regarding any violations and detail the steps taken to redirect or intervene.

Procedures

When a violation of this Code of Conduct occurs, Park District leadership will:

1. **Review** the report of the violation and conduct further investigation, if warranted;
2. **Analyze** whether the reported conduct violates the Code of Conduct;
3. **Make a determination**; and,
4. **Assign interventions or consequences.**

Interventions and Consequences for Violations

Violations of the Code of Conduct may result in any or all of the actions or penalties as described below:

- A verbal warning
- A written warning
- Suspension or termination of Park District privileges including participation in programming or use of facilities or property. The duration of a suspension may vary dependent on the severity of the violation.
- Requiring the violator to attend a meeting with Park District leadership
- Immediate removal from Park District property
- Payment of restitution when the violation involves damage to property

- A civil fine of up to \$500 (pursuant to Chapter 7, Section B.18 of the Code of the Chicago Park District)
- Filing of a police report
- Seeking an order of protection

Appeals

An involved Person may appeal a suspension decision by submitting a written response to CodeofConduct@ChicagoParkDistrict.com. Each appeal will be handled on a case-by-case basis.