



HISRA

Code of Conduct

HISRA offers quality recreation programs for individuals with disabilities while supporting the ADA's spirit and intent. HISRA strives to provide recreational opportunities in the least restrictive environment.

If needed interventions exceed staff training, the HISRA management team will re-assess program suitability for participants.

At HISRA, we are committed to creating a welcoming and inclusive environment for all individuals, regardless of ability, background, or experience. Our Code of Conduct outlines the behavior expectations for everyone involved—whether you're a participant, volunteer, sporting event spectator, or family member—ensuring that our programs remain a place where everyone can thrive. This Code of Conduct ensures that staff members are able to maintain a reasonably safe environment for both staff members and participants.

When addressing any concerns or violations of this Code, we will consider the context, individual circumstances, and any extenuating factors involved. This approach allows us to respond thoughtfully, fairly, and with flexibility to ensure that all individuals are treated with understanding and respect.

Level 1

The resolution is primarily the responsibility of the program staff.

Possible interventions include:

- parent/guardian contact
- behavior contract/management plan
- short period of activity exclusion
- verbal and/or non-verbal re-direction
- Withdrawal from privileges
- group change
- appropriate social response guided by staff
- consultation/ intervention with participant, staff, and other participants when necessary

Level 1 behaviors include, but are not limited to the following:

- purposefully distracting others
- disrespectful verbal remarks
- refusal of directions
- physical contact with malicious intent
- littering
- inappropriate dress
- use of profanity and/or obscenity
- excessive and/or loud talking
- throwing of objects

Level 2

The resolution is primarily the responsibility of the HISRA management team with assistance from leaders and staff.

Possible interventions include:

- First occurrence
 - virtual conference with guardian
 - verbal de-escalation
 - referral to third party agency or authority for consultation
 - early dismissal from program
 - suspension from HISRA programming
 - restitution for damage
 - police may be called
- Second and subsequent occurrence
 - all above interventions
 - re-evaluation of participant appropriateness for program
 - recommendations for alternative placement

Level 2 behaviors include, but are not limited to the following:

- Persistent level 1 behaviors
- Disregard for others safety
- Property Damage
- Possession of harmful objects
- Discriminatory conduct
- Verbal or Physical intimidation/ threats
- Theft
- Possession of stolen property
- Unauthorized Gambling
- Fighting/ hitting/ kicking/ biting/ spitting/ pinching
- Elopement

Level 3

The resolution is primarily the responsibility of the HISRA management team with consultation from the Executive Director.

Possible interventions include:

- suspension from HISRA programming for 10 days
- Restitution and/or follow-up from outside agency or authority
- Exclusion from program
- Exclusion from all HISRA programming

Level 3 behaviors include, but are not limited to the following:

- Persistent level 2 behaviors
- Arson/attempted arson
- Sexual Misconduct
- Possession of explosives
- Burglary/ robbery
- Group Violence
- Use/ possession of a weapon
- Bomb threats
- Misuse of a legitimate tool as a weapon
- Endangerment
- Vandalism or major property damage
- Abuse and/or harrassment of any kind
- Severe or repeated physical aggression
- Interference with staff authority



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