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## PARKS AND RECREATION

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**TITLE ANTI-BULLYING**

**POL #: PRDW-01**

**Reviewed Date: 11/12/2024**

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### **PURPOSE**

The City of Henderson Parks and Recreation Department staff is committed to providing a caring and safe environment in our facilities and parks where participants can recreate in an atmosphere which is free from bullying. Bullying of any form is unacceptable at any of our parks, facilities, or trails.

The Department expects employees and facility users to conduct themselves in a respectful manner at all times. The responsibility for creating a respectful environment is shared by all; therefore, Department staff will hold everyone accountable for their actions.

### **POLICY**

It is the policy of the Department to take bullying behavior seriously and to take action appropriate to the situation. The department will provide an avenue for patrons to easily report concern on bullying. Staff will also provide a program to promote kindness for all age groups using department facilities and/or programs.

### **Definitions**

1. Bullying refers to chronic, systematic acts of aggression inflicted with the intent of causing physical hurt or psychological distress to another when an imbalance of power exists.

Under NRS 388.122 “bullying” means written, verbal or electronic expressions of physical acts or gestures or any combination thereof, that are directed at a person or group of persons, or a single severe and willful act or expression that is directed at a person or group.

### **Examples:**

- a. Written, Verbal: insults, name-calling, teasing, verbal threats/intimidation, derogatory/humiliating statements
- b. Electronic Expression: bullying done through use of electronic communication devices such as email and internet chat room misuse, text messaging and calls, and misuse of associated technology, e.g., camera and video facilities
- c. Physical: hitting, kicking, physical violence, property damage, theft, intimidation, unwanted physical contact
- d. Social Gestures: exclusion, gossip, ostracizing

Bullying includes, but is not limited to, any threatening, insulting, or dehumanizing gestures that has the potential to create an intimidating, hostile, or offensive recreational environment or cause discomfort, humiliation, or long-term damage.

2. Bullying generally has four characteristics:
  - Actions are unwanted by recipient
  - Actions are intentional
  - Actions are repeated and chronic
  - Actions occur when an imbalance of power exists

## **PROCEDURE(S)**

1. The Department will promote the Be Kind Initiative through annual staff training, department meetings, staff uniforms, participant education, themed events and the annual Heart of the City Award.
2. Staff will contact the police department or school district for concerns that are reported in a non-parks and recreation facility or school site as needed. Incidents that occur at a Youth Enrichment program held at a school district site will follow Department procedures.
3. The Department staff will hold employees and facility users accountable for conducting themselves in a respectful manner at all times.
4. The Department staff will establish a culture of inclusion and respect that welcomes all participants. Participants will be rewarded when they show thoughtfulness and respect for peers, adults, and the program.
5. The Department staff will ensure that participants interact safely. Staff will monitor bullying “hot spots” in and around the facility and park. Participants may be at higher risk of bullying in settings where there is little or no adult monitoring or supervision, such as bathrooms, skate parks, playgrounds, and the gymnasium.
6. The Department staff will enlist the help of all employees. All employees can keep an eye out for bullying. They also help set the tone within the Department. Messages reach kids best when they come from many different adults who talk about and show respect and inclusion. The Department staff will set a tone of respect in all programs. This means managing participant behavior classes and programs as well. Well-managed programs are the least likely to have bullying.
7. If bullying behavior is found, the Department staff will impose consequences in accordance with the following Department policies: Patron Code of Conduct, Patron Suspensions, and/or Part-Time Staff Conduct and Performance. Discipline actions include, but are not limited to, education efforts, loss of privileges, counseling efforts, parent/child conferences, and in serious cases suspension or expulsion.

**DOCUMENT REFERENCE**

Be Kind Initiative

Advocacy for All Initiative

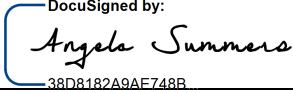
Parks and Recreation Diversity & Inclusion Policy PRDW-61

Henderson Municipal Code (HMC) 2.27 *Parks and Recreation Rule and Regulations*

Parks and Recreation Policy PRDW-16 - *Patron Suspensions*

Parks and Recreation Policy PRDW-26 - *Part-Time Performance and Disciplinary Process*

Parks and Recreation Policy PRDW-35 - *Patron Code of Conduct*

**Approved By:**  **Date:** 11/12/2024 | 10:37 AM PST  
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Angela Summers, Director of Parks and Recreation

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