

3.20 Abusive Behaviour

The Club will not tolerate and does not condone any abusive action or behavior on the part of any member, participant or leader in any of the Club activities.

Abuse is considered any action which verbally, physically, mentally, or emotionally causes injury, damage, undue discomfort, elicits fear or takes unfair advantage of a member or person.

The Club will adhere to a philosophy of progressive discipline. The objective is to correct problems in a fair and constructive manner. Progressive discipline encompasses four phases; the sequence will be determined by the nature and severity of each incident.

1. Verbal warning: for minor offences, the activity coordinators, or a Board executive shall warn the individual of the offensive behavior and request that such behavior no longer be exhibited.
2. Written warning: for more egregious behavior, activity coordinator and Board executive shall meet with the individual, discuss the behavior and follow up with a written letter summarizing the results of the meeting
3. Suspension from activities: when the abusive behaviour is extreme, or on going even after a warning, the activity coordinator, after discussion with the Board executive, can suspend the individual from participating in the activity
4. Termination of membership: if the abusive behaviour continues after appropriate warning, the individual will be sent a written notice by the Board executive informing the individual that their FLC Seniors Club membership has been terminated.

Terminated members will not be allowed to rejoin the FLC Seniors Club for a minimum of three years.