



Recreation Services Membership Rights and Responsibilities

The University of Winnipeg's Recreation Services and Facilities, part of the Gupta Faculty of Kinesiology & Applied Health, are housed in the Duckworth Centre and Axworthy Health and RecPlex. All members using Recreation Services in these facilities (including students, staff, faculty and community individuals using free and paid services) have rights and responsibilities.

All members are accountable for their behavior and are expected to adhere to all policies, rules, and expectations outlined for programs, services, and facilities, including the following:

- Treat all members, guests, staff and facilities with respect.
- Act with courtesy and integrity while respecting the rights, welfare, and dignity of other members.
- Adhere to *The University of Winnipeg Respectful Work and Learning Environment Policy* and all other policies and procedures set by Recreation Services and The University of Winnipeg.
- Act in a safe and responsible manner.

Respectful Work and Learning Environment

The University of Winnipeg, "...is committed to and actively supports equal opportunity, equity, social justice, mutual respect, diversity and the dignity of all people. The University recognizes that every member of the University community has the right to participate, learn and work [and live] in an inclusive and respectful work and learning environment that promotes equal opportunities and prohibits discrimination and harassment. The University does not condone behaviour that is likely to undermine the dignity or productivity of any of its members, and prohibits any form of discrimination or harassment, whether it occurs on University property or in conjunction with University related activities. The University and all members of the University community, particularly those in leadership roles, share the responsibility of establishing and maintaining a climate of respect within this community and of addressing any situation(s) in which respect is lacking." (*Respectful Working and Learning Environment Policy*, The University of Winnipeg.)

In supporting this statement, The University of Winnipeg has created a Sexual Misconduct Protocol that offers guidance in providing assistance and support to those who are members of our campus community and have experienced sexual misconduct, secondary victims, those accused of sexual misconduct, and all others involved in a sensitive, consistent, and timely manner through various available support services – on campus and in the community.

Sexual Misconduct is a broad term used to encompass unwelcome conduct of a sexual nature. The term Sexual Misconduct includes (but is not limited to) behaviors often described as sexual harassment, stalking, and sexual assault and the threat of sexual assault. Sexual Misconduct can occur in any sex or gender configuration (i.e. between the opposite sex or the same-sex) regardless of sex and gender identity.

Sexual misconduct of any type will not be tolerated, and as such, The University of Winnipeg (including Recreation Services) will take action needed to address behavior that violates this standard of conduct. The University will respond to complaints, reports, allegations and information about sexual misconduct that is made known in order to stop prohibited conduct, prevent its recurrence and address any lingering effects on campus from such conduct.

The University of Winnipeg *Respectful Work and Learning Environment Policy* is available at the following link: <https://www.uwinnipeg.ca/hr/policies/docs/respectful-work-learn-enviro-policy.pdf>

Leagues and Teams

These expectations apply to all league participants. It is the responsibility of each league to communicate these expectations to all participants.

Staff Rights and Responsibilities

Recreation Services' staff are ambassadors for The University of Winnipeg and the Gupta Faculty of Kinesiology & Applied Health. They will ensure that all patrons are made to feel welcome. Our expectations of staff:

- Treat all fellow staff, patrons, guests and facilities with respect.
- Act with courtesy and integrity while respecting the rights, welfare, and dignity of members and fellow staff.
- Adhere to and enforce the policies and procedures set by Recreation Services and The University of Winnipeg such as the *Respectful Working and Learning Environment Policy*.

Sanctions

Members in violation of the rules and regulations set out by Recreation Services may be subject to sanction or even membership termination. Sanctions may include, but are not limited to one or more of the following:

- Verbal and/or written warning from Recreation Services' staff.
- Temporary/short term exclusion from a program, activity, and/or facility.
- Formal reprimand which outlines expected future behaviors, any specific requirements for the member's return to the facility, and future possible sanctions for further violations.
- Permanent removal from all programs, activities, and/or facilities related to Recreation Services and The University of Winnipeg.

Recreation Services Sanctions Committee

When a situation is deemed serious enough that sanctions may be brought forward, the concern will be forwarded to the Recreation Services Sanctions Committee. This Committee can choose to impose sanctions, warnings, suspensions and/or permanent termination of access privileges. If necessary, the Committee will forward the concern to University of Winnipeg Students Services for further review regarding the Student Non-Academic Conduct and Discipline Policy.

The Sanctions Committee will consist of at least three of the following members:

- A community representative
- Bill Wedlake Fitness Centre Manager
- RecPlex Operations Manager
- Director of Recreation Facilities and Services
- A student representative

The Sanctions Committee will ask for input from all parties involved in the dispute. If necessary, the Committee may also ask the involved parties to present their case in person. Upon reviewing all relevant information, the decision of the Sanctions Committee may be forwarded in writing to the appropriate parties. Recreation Services will continue to keep all sanctions on file to ensure appropriate information is available in those cases where progressive discipline is required.

The University of Winnipeg reserves the right to immediately suspend access to any individual who has been previously warned, or who has engaged in conduct that threatens the personal safety of any individual, or has intentionally damaged university property. Immediate suspensions may be permanent and will be subject to the approval of the Sanctions Committee.

Appeals

Members who have received sanctions have the right to appeal the decision of the Recreation Services Sanctions Committee within fifteen (15) days of the decision. An appeal should be made in writing and sent through the Director of Recreation Services and Facilities. Sanctions will remain in effect during the appeal process.