

**Draft of Rules Governing Thursday Night Program at Rec.  
And Thursday May 26<sup>th</sup> Agenda**

**ISPN – Institute for Study and Practice of Nonviolence  
CDC – Smith Hill CDC  
RC- Recreation Center**

**Times – Thursdays, 6-9**

**Staffing Needs – 6 adults.** 3 RC Staff, 3 other staff.

- All staff must make commitment to remain the entire time of program. ISPN commits to 2 staff a session. ***There is a need for 1 volunteer each night.*** ISPN, CDC & partners could work out volunteer scheduling. This is paramount as, there can be no program without adequate staffing. Keith Morton from PC has agreed to help recruit and train volunteers for staffing. CDC will contact him.
- Staff must be responsible to enforce all rules. Staff must be held accountable for failing to enforce rules. Communication and cooperation are crucial. *RC staff is responsible for monitoring door and enforcing determining who can enter.*
- Staff should periodically walk around and engage kids. Staff should not be sitting and talking together for long periods of time or otherwise engaged in long cell phone conversations that draw their attention away from responsibilities.

**Guidelines & Responsibilities**

**All the following general rules are designed to create a safe, respectful and positive environment.**

- **Ages** – Participants should be school-age. Main concern is liability involved with different age groups. Also, those few individuals identified as “OGs” are not allowed. Partners can look for ways to involve these individuals, but currently the Rec Center has barred them from site. Once these barred individuals have been identified by RC staff and ISPC staff is notified, ISPC should make this clear to individuals that they are not allowed. Partners could work together to eventually arrive at some other options for these individuals.
- **Respect Rules of the Rec Center.** These are contained in the next section.

- **Code of Appropriate Behavior**  
Codes can be worked out for the most part by youth with adult direction. What is considered appropriate can be the guiding question that creates a dialogue leading to some general rules of conduct.
  - Specific behaviors must also be addressed. The following are Rec Center rules for which all must abide.
    - No weapons
    - No fighting or hitting
    - No gambling
    - No smoking
    - In or out, no hanging out in front of Center
    - No inappropriate displays of affection – a discussion of what is appropriate can potentially result in a participant generated list. Rec Center defines inappropriate as making out, groping etc...

### **Accountability and Consequences**

- Consistency is key. Staff must enforce rules right away. Partners must agree on consequences for infractions. No one wants a “zero tolerance” policy as this has proven to be counterproductive. However, there must be consequences to breaking the rules. Partners must agree to communicate and support each other on the appropriate consequences. Potentially, suspension for a session or two could prove successful, if program is considered valuable by participants.
- There should be a conversation between RC staff and ISPN staff about this topic before first night of program.
- The area of accountability and consequences has a great potential for disagreements between staffing partners, which could jeopardize the entire program. All partners must agree to be open-minded, willing to listen and sometimes compromise.

### **This Thursday**

- Meeting from 6 – 8, at Recreation Center
- It will probably be most effective to wait until 7pm before doing the group discussion. Since it has been a drop-in program, not everyone will be there right at 6pm. That can give all of the “adults” a chance to touch base on before group discussion.
- Heather from the ISPN has volunteered to lead or start the group conversation about rules/consequences. It may be helpful for Karl to discuss the non-negotiable rules and then Heather could work off of that. Or, possibly the group discussion will touch on many of the non-negotiable rules and can be

more organically injected into conversation. This can be worked out by partners prior to the discussion.

- Heather will write group originated rules and Rec Center rules on poster paper. Once the group comes up with a “Community Pact” that the kids all agree too, they can sign the big piece of paper and we can let them know that we will type it up to pass out the following week (or do it that night if we have access to Rec computers).
- This “Community Pact” will be posted in the Rec for all to see as well.
- The group will also attempt to originate potential group and individual consequences for not following the rules.
- More feedback from the group about activities they might like to do at the Rec over the summer on Thursday nights will also be sought.

Once the calendar/schedule is nailed down for the next few months, we will attempt to coordinate services with outside providers