

Violence & Behaviour Policy

Lake & Shore is committed to providing a safe, healthy, supportive work and participant environment. We will not tolerate violence or unacceptable behaviour in the workplace or programs.

Program participants are expected to respect the staff, other participants, our property and themselves. Participants that consistently do not follow the rules, or that have violent/disruptive behaviours may be asked to leave the program. We are not able to provide one on one support.

Staff will handle any issues with participants in the following way:

- Verbal warning with clear expectations of behaviour we would like to see.
- Time out when needed.
- Phone call home to parents.
- Written warning to parents if behaviour persists and if behaviour is a risk to program or other participants.
- Violence: Remove participant that is demonstrating disruptive, violent or aggressive behaviours from the group and isolate them in a safe environment.
- Flight risk: immediate call to parents for pick up.
- Fill out an incident report to record accurately the situation.
- If anyone has been injured during the incident, record extent of injuries and by whom and administrator of first aid.

What is considered violent/unacceptable behaviour?

Unacceptable behaviour includes physically or psychologically aggressive behaviour including, but not limited to: Strike: a weapon coming in contact with a target. Examples: hitting, kicking, punching, pushing, shoving, slapping, pinching, grabbing, biting, and spitting. Grab: the control or destruction of a part of one's anatomy. Example: wrist grab, hair pull, choke, bite.

Other examples are:

- Defiance
- Disruption of activities and to program
- Destruction of property
- Threats of violence
- Intimidating behaviour that causes the recipient to have fear of physical violence