

# **Town of Wiggins Parks and Recreation Department**

## **Zero Tolerance Policy**

Effective Date: 03/03/2026

Approved By: Adriana McKeighan, Rec Program & Event Coordinator

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### **1. Purpose**

The purpose of this Zero Tolerance Policy is to ensure a safe, respectful, and inclusive environment for all participants, visitors, volunteers, and staff within all programs, facilities, events, and properties operated by the Town of Wiggins Parks and Recreation Department.

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### **2. Scope**

This policy applies to all individuals who participate in or are present at any Parks and Recreation-sponsored or affiliated activity, including but not limited to:

- Youth and adult program participants
- Coaches, officials, and volunteers
- Spectators and visitors
- Parks and Recreation staff and contractors
- Any individual on Parks and Recreation property or during off-site sponsored activities

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### **3. Zero Tolerance Behaviors**

The following behaviors are strictly prohibited and will not be tolerated under any circumstances:

#### **a. Violence and Aggression**

- Physical assault or threats of harm
- Fighting or provoking fights
- Intimidation or bullying (including cyberbullying)
- Vandalism or destruction of property

#### **b. Harassment and Discrimination**

- Harassment based on race, color, religion, sex, gender identity, sexual orientation, national origin, age, disability, or any protected status
- Unwelcome sexual advances or conduct
- Hate speech or discriminatory slurs

#### **c. Substance Abuse**

- Possession, use, or distribution of illegal drugs on Parks and Recreation property or during official activities
- Being under the influence of drugs or alcohol while participating in or attending programs
- d. Alcohol Exception:**
  - State law – specifically C.R.S. § 44-3-901(1)(i) – generally prohibits alcohol consumption in public places, such as parks. However, the Town of Wiggins allows possession or consumption of alcoholic beverages at Teets Park Pavilion by individuals aged 21 or older only if authorized under an **open container permit** issued pursuant to Section 112.06 of the Municipal Code. All other alcohol possessions or consumption on Parks and Recreation property is strictly prohibited.
- e. Weapons and Dangerous Items**
  - Possession of firearms, knives, or other dangerous weapons (unless expressly authorized by law)
  - Use or threat of use of any object as a weapon
- f. Unsportsmanlike Conduct**
  - Verbal abuse toward players, officials, staff, or spectators
  - Taunting, profanity, or obscene gestures
  - Cheating or attempts to manipulate the outcome of a game or activity

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#### 4. Enforcement and Consequences

- Violations of this Zero Tolerance Policy will result in immediate and appropriate disciplinary action, which may include:
- Verbal or written warnings
- Immediate removal from the facility or event
- Suspension from programs or facilities (temporary or permanent)
- Termination of volunteer or coaching privileges
- Involvement of law enforcement, where applicable
- Fines, fees, or restitution for damages
- All disciplinary actions will be determined at the discretion of Parks and Recreation and Town management in accordance with the severity of the offense and applicable laws or regulations.

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#### 5. Reporting a Violation

Any person who witnesses or experiences behavior that violates this policy should report it immediately to:

- An on-site staff member or supervisor
- The Parks and Recreation Office:

- 304 Central Ave. Wiggins, CO 80654
- (970) 483-6161 x1038 (office)
- 970-441-1038 (cell)
- parks-rec@wigginsco.gov
- After-Hours Emergency: (970) 483-7747 will direct you to the on-call employee.  
For Emergencies, dial 911.

Reports will be reviewed promptly, and confidentiality will be maintained to the extent possible.

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## **6. Appeals Process**

Individuals who are subject to disciplinary action under this policy may request a review or appeal by submitting a written request to the Parks and Recreation Director within 7 days of the action taken. The appeal/review will be heard by the Town Manager.

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## **7. Policy Review**

This policy will be reviewed annually and updated as needed to ensure continued relevance, effectiveness, and compliance with local, state, and federal laws.

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## **Acknowledgment**

By participating in any Parks and Recreation program or entering any Parks and Recreation facility, individuals acknowledge and agree to abide by the expectations and consequences outlined in this Zero Tolerance Policy.