WARREN COUNTY PARKS AND RECREATION DEPARTMENT

**Code of Ethics**

This Code of Ethics has been approved by Warren County Fiscal Court (WCFC) and adopted by Warren County Parks and Recreation Department (WCPRD). This applies to all coaches, managers, supervisors, sponsors, participants, players, administrators, officials, parents, and spectators attending programs, activities, and functions on WCPRD or Warren County properties.

Youth sports leagues chartered with WCPRD are independent organizations from WCPRD and WCFC. Any individual, during league play or sanctioned events, who has been ejected by a league or found in violation of a league's bylaws is subject to penalties set forth in its own bylaws.

ANY VIOLATION OF KY REVISED STATUTE OR CRIMINAL CODE will be considered independent of WCPRD Code of Ethics and will be investigated and/or handled by proper legal authorities. WCPRD, WCFC, W.C. Sheriff's Office, and W.C. Attorney's Office have authority to change and/or alter all items listed in WCPRD Code of Ethics to ensure public safety and to enforce Kentucky state, local, and County laws, ordinances, rules, and policies.

## ARTICLE I. VIOLATIONS

A. Cursing (malicious or otherwise, verbally, written, or electronically via email, text, social media, or other communication or by physical gesture) at another manager, coach, supervisor sponsor, participant, players, game official, parent, spectator, administrator, or official of the Warren County Parks and Recreation Department.
B. Pushing, hitting, striking, physical assaulting, or threatening (verbally, written, or electronically via email, text, social media, or other communication or by physical gesture) of or by a manager, coach, supervisor, sponsor, participant, player, official, parent, spectator, administrator, or official of the Warren County Parks and Recreation Department.
C. Drinking or being under the influence of alcohol or illegal drugs, or any controlled substance while on WCPRD or W.C. Public School premises before, during, or after an event.
D. Acting in an irrational or disorderly manner, harassing, menacing, or making a public spectacle or nuisance of oneself before, during, or after a scheduled event.
E. Vandalism, damage, or defacement of WCPRD property or Warren County properties
F. Reckless driving in a motorized vehicle and irresponsible driving which may pose an imminent danger to patrons including burnouts, racing, and non-compliance with posted speed limit signage on WCPRD grounds.
G. Being ejected by a league program conducted on WCPRD property.
H. Inappropriate contact with a minor, sexual abuse, theft, wanton endangerment.

Anyone found in violation of these Code of Ethics may be prosecuted in accordance with Kentucky Revised Statutes for criminal offenses that meet the descriptions above.

## ARTICLE II. PENALTIES

All WCPRD Code of Ethics violations are subject to review by WCPRD Administration/Director, WCPRD Assigned Deputy, W.C. Sheriffs' Office, and W.C. Attorney; and these entities have full authority to adjust, change, alter, modify, and extend all penalties, length of dismissals, and/or suspensions.

**Penalties for Violation of Article I. A**

1. First Offense: Dismissal from all WCPRD properties, events, and functions for 24-hour period from time of infraction.
2. Second Offense: Dismissal from all WCPRD properties, events, programs, and functions for period of zero (0) to six (6) months from date of infraction.
3. Third Offense: Dismissal from all WCPRD properties, events, programs, and functions for a period of zero (0) to twelve (12) months from date of infraction.

**Penalties for Violations of Articles I: B, C, D**

1. First Offense: Dismissal from all WCPRD properties, events, programs, and functions for a period of zero (0) to six (6) months from the date of the infraction.
2. Second Offense: Dismissal from all WCPRD properties, events, programs, and functions for a period of zero (0) to twelve (12) months from the date of the infraction.

**Penalties for Violation of Articles I: E, F, H**

1. Dismissal from all WCPRD properties, events, and functions until the criminal investigation by County Law Enforcement, W.C. Attorney, and WCPRD has been concluded and verdict confirmed. If found guilty, penalty will be permanent dismissal from all WCPRD properties, events, and functions.

**Penalties for Violations of Articles I: G**

1. First Offense: Dismissal from all WCPRD properties, events, programs, and functions for a period of zero (0) to six (6) months from the date of the infraction.
   Second Offense: Dismissal from all WCPRD properties, events, programs, and functions for a period of zero (0) to twelve (12) months from the date of the infraction.

**ARTICLE III. APPEALS**

A. Anyone who has violated the WCPRD Code of Ethics and has been disciplined accordingly has the right to appeal before the WCPRD Advisory Council Incident Review Committee. **Violation of Article I – E, F, H are non-appealable (see penalties above).**

B. All decisions rendered by this Committee will be final and enforced by WPRCD on its properties.

C. Anyone requesting a WCPRD appeal acknowledges that appeals are not granted on weekends or county-observed holidays and that any appeal will be addressed by the Incident Review Committee at the next pre-set monthly meeting time.

D. Anyone requesting a WCPRD appeal to the Incident Review Committee must follow the appeal process set forth by the WCPRD Incident Review Committee. Failure to follow this process will result in denial of the appeal. See appeal process on website: warrencountyky.gov

E. Anyone disciplined by a League for infractions of said league's rules and/or bylaws must go through that league's appeal process. This process is separate and independent from the WCPRD appeal process. Leagues are responsible for their own judgments and disciplinary action taken on individuals who violate league-specific rules.