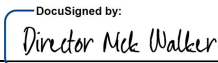




Memphis Parks Policy

Policy Title	Code of Conduct	Reference Number: MP-A-005
Legal Level	Administration	Effective Date 08/28/2023
Applicability	General Public	Last Review 10/02/2023
Director Approval	 <small>D6C219091023402...</small>	10/2/2023

Purpose: To provide a clear, orderly, and uniformed method of conduct and disciplinary action within Memphis Parks facilities.

Policy: Code of Conduct applies to ALL Memphis Parks facilities: All users must act in accordance with the values of Memphis Parks to maintain an atmosphere that's free of offensive and unlawful conduct.

Code of Conduct

This section is designated not to restrict the public, but to help provide guidelines for facility behaviors and solve problems in a fair and equitable manner without prejudice or favoritism. The following behaviors are not tolerated:

- Fighting, violence, bullying, or threatening behavior
- Excessive use of profanity
- Use of abusive language
- Intentional damage to Memphis Parks/City of Memphis property
- Conduct or actions of a sexual nature
- Derogatory or unwelcome comments based on individuals' sex, gender, race, ethnicity, age, religion, marital status, citizenship, disability, sexual orientation, or any legally protected status
- Non-permitted use of alcohol or any use of illegal substances on Memphis Parks property and/or utilizing Memphis Parks facilities while under the influence of alcohol or illegal substances

Per Tennessee Code of Ordinance Sec. 12-84-20, Alcoholic beverages may be sold and/or consumed on Memphis Parks properties only if authorized by Memphis Parks



Disciplinary Actions

Memphis Parks reserves the right to restrict access to Memphis Parks facilities if a user does not abide by the code of conduct.

- First Offense- Immediate removal from the facility.
- Second Offense- Suspension of a user for up to two weeks.
- Third Offense- Suspension of a user indefinitely.
- Memphis Parks has a zero-tolerance policy for violent behaviors. Memphis Parks staff reserve the right to enact immediate suspension following any violent behaviors.

In the event a suspended user refuses to leave the property or abide by the terms of the discipline, Memphis Parks reserves the right to contact law enforcement to remove the user and/or issue an authorization of agency to ensure the policy is enacted.

Reporting Violations of Code of Conduct

Memphis Parks users who observe unfit conduct should promptly report concerns to site manager of the facility where the behavior occurred so that every effort can be made to investigate and resolve issues promptly, confidentially, and effectively. If a Memphis Parks user believes the site manager is in violation of this code of conduct, they should submit a complaint to info@memphisparks.com