



POSITIVE CLUB CLIMATE

At Boys & Girls Clubs of Central Minnesota (BGCMN), we focus on teaching, reinforcing, and recognizing positive behavior. Our Expectations of Excellence are posted throughout Club/KIDSTOP programs and reviewed regularly with members. This policy applies to members and, where indicated, their parents and guardians.

EXPECTATIONS OF EXCELLENCE

Members are expected to:

- Respect themselves, others, and the Club.
- Help keep the Club safe and clean.
 - Honor their commitments.
 - Use appropriate language.
- Practice kindness, responsibility, and good manners.

BEHAVIOR RESPONSE PROCESS

When a member engages in unsafe, disruptive, or other behavior that does not meet Club expectations, staff will generally respond using the following trauma-informed, progressive approach, when appropriate. Depending on the circumstances, BGCMN may combine, modify or bypass one or more steps based on the nature or the severity of the behavior, safety concerns, or material disruptions to the program.

- **Redirection and Coaching**
 - Staff may use positive, strength-based, proactive language to help members make better choices and return to appropriate behavior. Verbal reminders and coaching may be provided as needed.
- **Self-Regulation/Co-Regulation and Reflection**
 - The member may be encouraged to take a brief break from the activity or group, for redirection or reflection.
 - Staff may help the member reflect on the situation and identify better choices for the future and provide calming tools or strategies to support emotional regulation.
- **Meet with Site Leadership and Documentation**
 - The member may meet with site leadership to discuss the incident.
 - Staff may support the member in understanding their role in the situation and identifying alternative choices.
 - Significant behavioral incidents may be documented in accordance with BGCMN procedures.
- **Parent or Guardian Notification and/or Short-Term Suspension**
 - The Club may contact a parent or guardian to discuss concerns and next steps.
 - BGCMN may temporarily suspend participation or limit attendance as appropriate.
- **Long-Term Suspension or Membership Revocation**
 - The Club may impose a long-term suspension or terminate membership when lesser interventions are unsuccessful, or when circumstances warrant more immediate action.

SUSPENSION OR TERMINATION OF MEMBERSHIP

A member's membership may be suspended or terminated based on conduct by the member or by the member's parent or guardian. Suspension or termination may be appropriate when the conduct:

- Creates a serious safety risk or jeopardizes the well-being of others.
- Materially disrupts Club programs or operations.
- Substantially undermines the trust and cooperation necessary for the Club to function; or
- Materially interferes with BGCMN's ability to provide a safe, respectful, and constructive environment for members, families, staff or volunteers.

Disciplinary decisions may take into consideration the severity, frequency, and impact of the behavior, the member's or parent/guardian's response to interventions, and any other relevant circumstances. The safety and well-being of members, staff, volunteers, and visitors will remain the primary consideration.

Examples of behaviors that may result in suspension or termination include but are not limited to:

- Violent, aggressive, or threatening behavior.
- Leaving Club or program supervision without permission.
- Repeated or serious disruptive or disrespectful behavior that significantly impacts others.
- Vulgar, abusive, harassing, or discriminatory language or conduct.
- Refusal to follow safety expectations or staff directions.
- Possession of, bringing, displaying, or threatening to bring a firearm, knife, dangerous weapon, replica weapon, or any other item used or intended to threaten or to cause harm, onto Club or school property or during a Club-sponsored activity.
- Bullying, cyberbullying, intimidation, or harassment.
- Inappropriate use of phones, cameras, electronic devices, or technology, including recording others without permission, sharing images or videos without authorization, accessing inappropriate content, or engaging in cyberbullying or online harassment.
- Sexual harassment or inappropriate sexual conduct.
- Theft of or damage to personal, Club, or school property.
- Possession, distribution, or use of tobacco, nicotine products, marijuana, THC products, alcohol, or illegal substances on Club or school property.
- Attending Club activities while under the influence of alcohol, marijuana, THC products, or illegal substances.
- Criminal conduct occurring on Club property or during Club-sponsored activities
- Any other behavior determined by BGCMN: to constitute a significant safety risk or a material disruption to the Club's programming; to substantially undermine the trust and cooperation necessary for the program to function; or to interfere with the Club's ability to provide a safe, respectful, constructive and positive environment.

PARENT/GUARDIAN CONDUCT

BGCMN values respectful and collaborative relationships with families. When a parent or guardian's behavior creates a safety concern or materially disrupts program activities, or materially interferes with Club operations, BGCMN may establish conditions on the parent or guardian's participation or communications or restrict the parent or guardian's access to Club property or events.

Material interference may include:

- Threatening, abusive, harassing, intimidating, or repeatedly disruptive conduct;
- Knowingly making or encouraging materially false or misleading statements;
- Refusing to comply with reasonable safety or operational requirements; or
- Engaging in a pattern of conduct that substantially undermines the trust, cooperation, or integrity necessary for the program to function.

Raising a good-faith concern regarding safety or misconduct, participating honestly in an investigation, or expressing a good-faith disagreement with a decision will not, standing alone, constitute material interference.

If reasonable restrictions or conditions on a parent's or guardian's conduct cannot adequately address the concern or allow the member to participate safely and appropriately, BGCMN may suspend or terminate the member's membership.

IMMEDIATE HEALTH OR SAFETY RESPONSE

BGCMN may temporarily remove a member from an activity and contact the member's parent or guardian, emergency responders, or other appropriate resources when staff reasonably believe the member requires immediate medical or behavioral health assistance or presents a significant safety concern. A temporary health or safety removal is not necessarily disciplinary.

NONDISCRIMINATION, AND ACCOMMODATION

BGCMN will make disciplinary and participation decisions without unlawful discrimination based on any characteristic

protected by applicable law, including race, color, national origin, religion, sex, disability, age, sexual orientation, or gender identity.

If conduct may be related to a disability, BGCMN will consider the individual circumstances and engage with a member’s parent or guardian to determine whether a reasonable accommodation or modification can support safe and appropriate participation, as required by law.

CONFIDENTIALITY

Information regarding behavioral incidents will be shared only with individuals who have a legitimate educational, supervisory, legal, or safety-related need to know, or as otherwise required or permitted by law or BGCMN policies.

REVIEW PROCESS

When reasonably practicable, BGCMN will explain the basis for a proposed long-term suspension or membership termination and give the member’s parent or guardian a reasonable opportunity to provide relevant information before a final decision is made. Immediate restrictions or suspension may remain in effect when an incident is reviewed.

A parent or guardian may request review of a suspension or termination decision by BGCMN leadership. BGCMN will make the final determination following that review.

ACKNOWLEDGMENT

By signing below, I acknowledge that I have received and reviewed this policy. I understand that conduct by a member or by the member’s parent or guardian may result in restrictions, suspension, or termination of a member’s membership.

Parent/Guardian Signature: _____ Date: _____

Member Name(s):

_____	_____
_____	_____
_____	_____