

RADD PROGRAM: Code of Conduct and Agreement

The City of Pleasanton's RADD (Recreation for Adults with Developmental Disabilities) Program is a social recreation program for people ages 15 years and older with developmental and intellectual disabilities. Our mission is to provide opportunities for personal growth through recreational activities and community involvement. Our three core values include: **Respect, Self-Expression, and Independence.**

The RADD Program Code of Conduct was established to ensure a supportive and respectful environment for all those who participate in the program. We hope that these guidelines will allow RADD participants to feel and be respected, and to ensure an enjoyable and safe environment at all times.

Staff should be notified if anyone does not follow these guidelines. Violations of the RADD Code of Conduct will be reviewed by the City of Pleasanton RADD staff and appropriate action will be taken.

RADD participants are expected to adhere to the following guidelines:

1. Participants must be able to act safely within the 1:6 staff to participant ratio. Those not able to must attend with a care provider.
2. Participants who are not able to feed or toilet themselves or who require special medical attention must attend with a care provider.
3. Participants are expected to be dropped off and picked up in a timely manner at the predetermined locations.
4. Participants must be able to communicate their needs to the RADD staff, listen and follow direction from staff members.
5. All RADD participants must conduct themselves in an appropriate manner while in public facilities including: restaurants, sporting events and parks.
6. Participants, care providers, staff and volunteers are expected to be considerate of others and treat everyone with courtesy and respect.
7. Personal space and boundaries are to be respected. Kissing and touching are not appropriate for RADD events. Hugs, high-fives and handshakes are okay.
8. Refrain from using obscene, threatening, harassing, insulting, suggestive or bad language.
9. Refrain from engaging in or threatening physical violence including: unwanted or harmful touching by use of mouth, hands, arms, feet or legs which includes pushing, kicking, biting, spitting, and/or punching or any actions which make someone experience feelings of fear or uneasiness.
10. Maintain an acceptable standard of personal hygiene.
11. Participants must wear appropriate clothes for events including jackets if the weather is unknown. Participants must remain clothed at all times.
12. Photos may be taken at RADD activities but staff approval as well as permission of any participant(s) who will be in the photo must be given.
13. All personal property is the responsibility of the participants which includes money.
14. No electronic devices such as cell phones, games, headphones, and iPods can be used during RADD events unless pre-approved by a staff member.

Failure to follow the provisions of the RADD Code of Conduct set forth above will be addressed by the following procedures:

1st Incident: Counseling with the RADD Program Leader and/or Recreation Supervisor

2nd Incident: Verbal warning and counseling with the RADD Program Leader and/or Recreation Supervisor, followed by a letter to the participant and/or care provider.

3rd Incident: Suspension (from one to three months and/or permanent expulsion, depending upon severity of the offense) from the RADD Program, documented by a letter to the participant and/or care provider.

Depending on the nature and severity of the behavioral offense, staff reserves the right to enforce immediate suspension or other appropriate measures.

RADD participants returning to the program in violation of the suspension order will be asked to leave immediately by the RADD staff. If unsuccessful the police may be called to protect the safety and welfare of the others.

By signing below I acknowledge that I have read and understand the Code of Conduct and agree to follow the guidelines.

Participant signature

Date

Print Participant name

Parent/guardian signature

Date

I am new to RADD (since June 2015)

I am a returning RADDster

*Parent/Guardian Signature is required if participant is under the age of 18 or is an adult but under legal custodial care of the parent/guardian.