



**Subject: Amendment to Policy 9-009: RZone Policy**

**Report Number:** RCP 22-25

Department: Recreation, Culture and Parks Department

Submitted by: Andrea Greenway, Recreation Programs & Services Manager

Meeting Type: Council Meeting

Meeting Date: Monday, December 12, 2022

**RECOMMENDATION**

THAT Council receives report RCP-22-25, Amendment to Policy 9-009-: RZone Policy;

AND THAT Council approves and adopts the revised RZone Policy for the Town of Tillsonburg as presented;

AND THAT a By-Law to amend By-Law 4340, RZone Policy, be brought forward for Council's consideration.

**BACKGROUND**

On September 19, 2019 Council passed the following resolution regarding the RZone Policy:

*Moved by: Councillor Rosehart*

*Seconded by: Councillor Gilvesy*

*THAT Council receives Report RCP 19-36 RZone Policy- Responsible Behaviour in Recreation Spaces;*

*AND THAT By-Law 4340 to adopt an RZone Policy, be brought forward for Council's consideration.*

*Carried*

The Town's current RZone By-Law 4340 was adopted by Town of Tillsonburg Council and has been implemented in the Recreation, Culture and Parks Department. The

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current By-Law is effective and the amendments will provide all departments with a tool to address inappropriate behaviour and to keep Town facilities safe.

## **DISCUSSION**

The RZone policy has been implemented by the Recreation, Culture and Parks department in order to ensure a safe environment for staff, volunteers, patrons, and community members. The policy has been effective in providing staff with a tool to manage inappropriate behaviour and use enforcement guidelines to maintain fairness and consistency in how specific incidents are handled across the department.

The purpose of the RZone policy is to promote:

- Facilities that are free from violence, disrespect and other inappropriate behaviours;
- The safety and security of attendees, volunteers and staff at Town facilities;
- An environment of **Respect** for others, and **Responsibility** for one's actions for all those attending Town facilities;
- Reduced vandalism, violence and other inappropriate behaviours at Town facilities, through enforcement of the policy.

Since the policy was adopted, 18 RZone violations have been addressed in the Recreation, Culture and Parks department. Incidents included vandalism, theft, hate speech, refusal to follow facility rules, bringing weapons into a facility, soliciting minors, and harassment of staff. The violations were all successfully managed by using the Rzone policy and consequences ranged from warnings about behaviour to OPP involvement in investigating the incident and issuing Trespass Notices.

Implementing the RZone policy across the corporation was discussed at a recent managers meeting at the request of the By-Law department. All managers and the senior leadership team supported adopting this policy at a corporate level. By adopting the RZone policy across the corporation, all employees will be better equipped to manage inappropriate behaviour and hold those engaging in such behaviour accountable. The RZone policy is complimentary to the Workplace Violence and Harassment policy and the amended By-Law aligns with the Town of Tillsonburg's goal to ensure the safety of all staff, patrons, volunteers, and community members.

## **CONSULTATION**

The Management Team and Senior Leadership team were consulted and the RZone policy was revised by RCP staff in collaboration with the Human Resources department.

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## **FINANCIAL IMPACT/FUNDING SOURCE**

There is no financial impact related to this report.

## **CORPORATE GOALS**

How does this report support the corporate goals identified in the Community Strategic Plan?

- ☐ Lifestyle and amenities
- ☒ Customer service, communication and engagement
- ☐ Business attraction, retention and expansion
- ☐ Community growth
- ☐ Connectivity and transportation
- ☐ Not Applicable

Does this report relate to a specific strategic direction or project identified in the Community Strategic Plan? Please indicate section number and/or any priority projects identified in the plan.

**Goal** – The Town of Tillsonburg will strive for excellence and accountability in government, providing effective and efficient services, information, and opportunities to shape municipal initiatives.

**Strategic Direction** – Enhance employee engagement and training as the foundation for exceptional customer service.

**Priority Project** – Employee Engagement Strategy.

## **ATTACHMENTS**

Appendix A - 9-009 Rzone Policy Amendments - REDLINE