



Township of East Zorra-Tavistock

RZone Enforcement Guidelines

The following chart represents guidelines, and outlines the consequences for acts of inappropriate behaviour at all Township facilities, properties, sponsored events, programs, in written or verbal communication (including email or phone), in vehicles, or any other location where Township staff are present. **It is understood that these guidelines do not include all types of behaviour, that each incident will be reviewed based on information available. Consequences may be more severe or escalated depending on the circumstances of the inappropriate conduct.**

INCIDENT	1 ST OCCURANCE	2 ND OCCURANCE	3 RD OCCURANCE
<ul style="list-style-type: none"> - Aggressive or intimidating approaches to another individual (verbal assault) - Attempts to goad or incite anger in others 	Warning letter	Minimum 3-month ban and review to determine if further consequences are warranted.	Minimum 1-year ban and review to determine if further consequences are warranted.
<ul style="list-style-type: none"> - Threats - Harassment 	Minimum 3-month ban	Minimum 6-month ban and review to determine if further consequences are warranted.	Minimum 3-year ban and review to determine if further consequences are warranted.
<ul style="list-style-type: none"> - Throwing of articles in a deliberate or aggressive manner - Physical striking of another individual - Illegal consumption of alcohol or drugs - Possession of weapons 	Minimum 6-month ban	Minimum 1-year ban and review to determine if further consequences are warranted.	Minimum 3-year ban and review to determine if further consequences are warranted.
<ul style="list-style-type: none"> - Vandalism to building or property/theft 	Minimum 1-month ban plus payment of repair costs and 20% administration fee.	Minimum 6-month ban plus payment of repair costs and 20% administration fee and review to determine if further consequences are warranted.	Minimum 3-year ban plus payment of repair costs and 20% administration fee and review to determine if further consequences are warranted.