



## Forsyth County Senior Services

### Disruptive Behavior Policy

Centers are maintained for the good of all. Individuals who cause dissension, unpleasantness, and/or interfere with the enjoyment of the Center by others, may face suspension from the program.

#### **Disruptive Behavior**

Any behavior that causes dissension, unpleasantness, and interferes with the enjoyment, caring, and supportive atmosphere of the Center or the work of the staff constitutes disruptive behavior. This includes unwillingness to comply with Center rules/regulations as well as policies and procedures. The behavior may be repetitive or spontaneous.

#### **Disciplinary Actions**

- First Offenders:
  - At the time of the disruptive behavior, a staff person will speak privately to the patron and let them know that certain behaviors or conditions are not acceptable at the Center.
  - The patron may be asked to leave for the day, with the understanding that the person will be welcomed back when the behavior has improved.
  - Documentation by staff shall be placed in the patron's account.
- Repeat Offenders:
  - Following a second incident of disruptive behavior, a staff person will document incident in the patron's account.
  - The patron will be suspended for up to, but not longer than, two weeks, as determined by the staff.
- Chronic Offenders:
  - When disruptive behavior persists after the two-week suspension, documentation of disruptive behavior and a letter of termination and procedures will be sent to the client and County management.

Note - This policy has been written for normal disruptive behavior, but if there is a perceived danger to staff or participants, the policy will be overridden for immediate action and termination from the program or activity.