

SOUTHSHORE METROPOLITAN DISTRICT

CODE OF CONDUCT

(ADOPTED JUNE 2024)

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SOUTHSHORE METROPOLITAN DISTRICT

Code of Conduct

Policy

Southshore Metropolitan District (the “**District**”) strives to create an atmosphere of respect and courtesy. Appropriate social behavior and treatment of others is expected of all District facility users and District activity participants, whether taxpayers, residents or guests (“**Users**”). Physical, mental, verbal, or emotional abuse will not be accepted or tolerated by anyone participating in any District activity or using District facilities.

Any individual authorized to operate the District facilities, including in particular the District’s Manager and lifeguards (“**District Personnel**”) at the Lighthouse, Lakehouse and Boathouse and any other District-owned property (collectively, “**District Facilities**”), is authorized to enforce the Code of Conduct, as well as any rules and regulations applicable to District Facilities, activities, parks, or programs. Any person who acts inappropriately or disrespectfully may have their privileges to use District Facilities or participate in District activities revoked, as outlined below.

Purpose

This Code of Conduct specifies acceptable and unacceptable behavior while using the District Facilities, or while participating in District activities. Adherence to this Code of Conduct helps the District maintain District Facilities at a relatively low cost, reduces risks, and protects the health, safety, and welfare of the District’s residents, District Personnel and the general public.

Authority

Under Section 32-1-1101(1)(m) of the Colorado Revised Statutes, the District is authorized to adopt, amend, and enforce bylaws, rules, and regulations that are consistent with the Colorado Constitution and state laws to effectively manage the business, objectives, and affairs of the Board of Directors and the District. Additionally, the District has the authority to exclude individuals from its property, particularly when such exclusion is necessary to protect the health, safety, and welfare of the District’s residents, District Personnel or the general public.

Conduct Expectations

The District’s Code of Conduct applies to all Users. It applies everywhere the District provides services, whether on District property or elsewhere in the Southshore Metropolitan District service area. Parents, guardians, or designated caregivers are responsible for their children’s personal safety and behavior at all times.

District Personnel will intervene to stop prohibited activities and behaviors. Failure to comply with this Code of Conduct may result in expulsion from District Facilities or, in extreme cases, arrest and possibly prosecution.

The following are examples of behavior and activities that are not allowed.

<p>Unsafe or Disruptive Behavior</p> <p>Any activity that reasonably interferes with other Users’ use and enjoyment of District Facilities or with the functioning of District Personnel.</p>	<p>Examples (including, but not limited to):</p> <ul style="list-style-type: none"> • Interfering with District Personnel in the performance of their duties including, but not limited to, inappropriate personal comments, staring, sexual advances, or physical and/or verbal harassment. • Interfering with the free passage of District Personnel or others. • Use of profane, obscene, or aggressive language and/or gestures and excessive displays of affection. • Activities or behaviors that may result in injury or harm to self or others. • Noise considered loud enough to impact another Users’ experience negatively.
<p>Inappropriate Use of District Property</p>	<p>Examples (including, but not limited to):</p> <ul style="list-style-type: none"> • Entering non-public areas in the District Facilities without authorization. • Activities or behavior that may result in damage to District property or property of others. • Any solicitation inside or outside District Facilities without prior approval.
<p>Illegal</p> <p>Any observable behavior that is prohibited by law.</p>	<p>Examples (including, but not limited to):</p> <ul style="list-style-type: none"> • Intimidating, threatening, or harassing behavior towards other Users or District Personnel. • Theft.

	<ul style="list-style-type: none"> • Open display and/or carry of firearms or other weapons including knives. • Illegal use, display, or distribution of alcohol or drugs (including marijuana). • Public intoxication.
<p>Noncompliance with District Personnel</p> <p>Ignoring requests or disobeying the direction of District Personnel.</p>	
<p>Failure to Read and Sign Any and All Required Waivers Prior to Using District Facilities</p>	<p>Examples (including, but not limited to):</p> <ul style="list-style-type: none"> • Using the Lighthouse, Lakehouse, or Boathouse without reading and signing the <i>Individual and Parent/Legal Guardian Release of Liability, Waiver, Indemnification and Hold Harmless Agreement</i> and <i>Southshore Metropolitan District Minor Release Form</i>, if applicable.

District Procedures Regarding Code of Conduct Violations

The District has established this Code of Conduct to outline general behavior guidelines and equip District Personnel with the necessary tools and procedures to manage User behavior effectively. The procedures for handling Code of Conduct violations are designed to be flexible, allowing for interpretation based on the specific circumstances. The core framework for addressing violations is detailed in the following table, which categorizes violations into five levels, each with corresponding action steps. Refer to the definitions below to identify the level that best matches your violation and review the potential actions that may be taken.

Definition	Examples (including, but not limited to):	Possible Actions
Minor violations that only require verbal redirection	Horseplay, running, etc.	<ol style="list-style-type: none"> 1. Verbal redirection 2. Document violation
Repeated minor violations that require District Personnel redirection	Repeated minor violations	<ol style="list-style-type: none"> 1. Second verbal redirection

<p>Please note: For the purposes of this Code of Conduct, "repeated" is defined as occurring more than once.</p>		<ol style="list-style-type: none"> 2. Phone call to parent/guardian, if applicable 3. Document violation
<p>Serious violations that require District Personnel intervention</p>	<p>Refusal to read and sign the required waivers, theft, fighting, vandalism, harassment, inappropriate language and/or touching</p>	<ol style="list-style-type: none"> 1. Document violation 2. Phone call with parent/guardian to discuss serious violation and District Facilities suspension, if applicable 3. District Facilities suspension lasting between one day and two weeks
<p>Significant violations that require District Personnel intervention to ensure the safety of District Personnel and other Users</p>	<p>Direct or perceived verbal or physical threats, actual violence or theft resulting in police contact</p>	<ol style="list-style-type: none"> 1. Contact police, if appropriate 2. Document situation 3. Call parent/guardian to discuss significant violation and suspension/expulsion from District Facilities 4. District Facilities suspension lasting two or more weeks
<p>Significant violations that require District Personnel intervention to ensure the safety of District Personnel and other Users</p> <p>Often requires police intervention or notification</p>	<p>Violence resulting in bodily harm, possession of drugs and/or weapons resulting in police contact</p>	<ol style="list-style-type: none"> 1. Contact police, if appropriate 2. Document situation 3. Call parent/guardian to discuss significant violation and suspension/expulsion from District Facilities

		4. Suspension or permanent expulsion from all District Facilities
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Suspension/Expulsion Appeals Process

Any User who has been suspended or expelled from District Facilities and programs will be verbally informed of the reason and given a Suspension/Expulsion Appeals Form (the “**Form**”). The Form shall contain a statement informing the suspended/expelled User of their right to request an appeals hearing concerning the suspension/expulsion from District Facilities. On the Form, the User can request an appeals hearing and provide further information regarding their suspension/expulsion for consideration at the appeals hearing.

If the User requests an appeals hearing, the hearing shall be conducted within 10 days after the District Manager receives the User’s completed Form containing the appeals hearing request. This appeals hearing shall be conducted by a neutral, third-party appeals hearing officer (“**Appeals Hearing Officer**”) appointed by the District.

If the User indicates in the Form their preference for a decision rendered regarding their suspension/expulsion based solely on information contained in the Form, without an appeals hearing, the Appeals Hearing officer shall remit a decision regarding the suspension/expulsion as soon as practicable, and whenever possible within 10 business days after receiving the User’s completed Form.

If the Appeals Hearing Officer determines that the suspension/expulsion was improper, the User’s access to District Facilities will be reinstated, effective immediately. The Appeals Hearing Officer’s decision from the appeals hearing is final. If the Appeals Hearing Officer upholds the suspension/expulsion, the User may resubmit an appeal later if they have addressed the cause of the original suspension or expulsion.

If a suspended/expelled User returns to the District Facilities for any reason other than to schedule an appeals hearing or inquire about the suspension/expulsion process, they will be considered trespassing. The District Manager will call the police to remove and charge the trespassing individual.

Amending the Code of Conduct

It will be desirable from time to time to amend or augment this Code of Conduct to reflect certain changes or additions in District policy. The procedure for changes to this Code of Conduct shall be that, at a public meeting of the Board of Directors, certain action will be taken and identified by the Board of Directors as a policy change or new procedure. By the next public meeting, the Directors shall have for their review a written policy statement which can then be adopted at the public meeting for immediate inclusion in this Code of Conduct.