



GLEN ALLEN COMMUNITY CENTER POOL DISCIPLINARY PROCEDURES

Adopted by the GACC Executive Board July 23, 2024

The following Glen Allen Community Center “GACC” Pool Disciplinary Procedures are designed to maintain a safe and enjoyable environment for all GACC members and guests while providing a structured approach to handling disciplinary issues. Lifeguards and GACC Staff are empowered to enforce these procedures as they deem necessary and have full support of the GACC Executive Board.

MINOR INFRACTIONS

Examples: Running on the pool deck, improper use of pool equipment (slides, diving board, recreation equipment, etc.) minor roughhousing, using inappropriate language or not following lifeguard instructions.

1. **First Offense:** Verbal warning by pool staff or lifeguard.
2. **Second Offense:** 15-minute time-out from the pool area.
3. **Third Offense:** Removal from the pool for the remainder of the day and notification to parents (if a minor).

MODERATE INFRACTIONS

Examples: Repeated minor infractions, physical harm of other members or guests.

1. **First Offense:** 15-minute time-out from the pool area.
2. **Second Offense:** Removal from the pool for the remainder of the day and notification to parents (if a minor).
3. **Third Offense:** Two-week suspension from GACC activities.

SEVERE INFRACTIONS

Examples: Fighting, vandalism, theft, or any actions that endanger the safety of others.

1. **First Offense:** Immediate removal from the pool, and a one-month suspension from all GACC activities.
2. **Second Offense:** Six-month suspension from GACC.
3. **Third Offense:** Permanent ban from the pool and meeting with the GACC Board (if requesting reinstatement after one-year).

ILLEGAL AND PHYSICAL ACTIVITIES

Examples: Drug use, assault, inappropriate physical or sexual activity, physical altercations with GACC Lifeguards, Staff or Board Members, any other criminal behavior or activity where law enforcement is involved.

1. **Immediate Action:** Involvement of local law enforcement, immediate removal from the pool, and permanent ban from the pool.

APPEAL PROCESS

Individuals who have been suspended or banned may appeal the decision by submitting a written request to the Glen Allen Community Center Executive Board within 14 days of the disciplinary action. A hearing will be scheduled to review the case, and a final decision will be made within 30 days of the appeal. Appeals may be sent via e-mail to gaccboard@glenallenpool.com or mailed to: Glen Allen Community Center, Post Office Box 1003, Glen Allen, VA 23060-1003