

OFFICE OF THE CITY MANAGER

NO. LTC# **225-2020**

LETTER TO COMMISSION

TO: Mayor Dan Gelber and Members of the City Commission

FROM: Jimmy L. Morales, City Manager

DATE: June 24, 2020

SUBJECT: **Motions from the Anti-Bullying Task Force**

This Letter to the Mayor and City Commission is to transmit the recommendations of the Anti-Bullying Task Force.

The Anti-Bullying Task Force was created pursuant to the recommendation of the LGBTQ Advisory Committee and Commissioner Gongora's support. The Task Force was charged with proposing policies and ideas to the Mayor and City Commission that would provide protection from bullying in all City services, City-supported services, and City facilities.

Since its inception, the Task Force met regularly to analyze the City's existing policies and find areas of improvement, as well as identify areas and instances where bullying may occur, but anti-bullying protections are absent. The Task Force presented their thorough analyses and recommendations before the Neighborhood and Quality of Life Committee on September 25, 2019. Upon conclusion of the presentation before the NQLC, the City Attorney's Office was tasked with working with the Task Force to explore the ways the Task Force's recommendations may be implemented and enforced.

The attached recommendations were made at the June 23, 2020 meeting. The motions were made by Michael Bath and seconded by Scott Bader. The motions passed unanimously. Members in attendance at the Zoom Teleconference meeting were Chairman Scott Bader, Michael Bath and Victor Herman-Diaz. CMB Attorney Farooq Andasheva and MBPD Sgt. Tim Roll were also in attendance. Task Force members Gustavo Briand and Brad Ugent were not present.

Please see the attached recommendations. For further details on the Task Force's recommendations, please refer to the documents presented to the NQLC at its September 25, 2019 meeting.

The Task Force hereby authorizes the City Clerk to transmit the recommendations herein to the City Commission and the City Manager via a Letter to the Commission. The Task Force further requests that the Mayor and City Commission place the Task Force's recommendations on an upcoming City Commission agenda for discussion.

JLM:RC:DC:PA:SG:TR:tr

Handwritten signature and date:
6/24/20

everyone in Miami Beach are protected from bullying in the areas of employment and public accommodations.

Additional Recommendations

- Creation of a City of Miami Beach Employee manual with specific detail on how and where to report bullying and reporting options and resources
- Include Anti-Bullying statement in the Safe Place program
- Continue to support No Place for Hate and consider increasing support
- Utilize City of Kindness program to recognize individuals and or organizations that stand up against bullying.
- Creation of an outward facing webpage on the City of Miami Beach to display all policies and procedures regardless of department specifically Anti-Bullying.
 - Examples: City of Sacramento, City of San Francisco

Exhibit 1

Recommendations to Existing City of Miami Beach Policies and Documents

- Directing the Parks and Recreation Department to amend its "Anti-Bullying Policy" and "Anti-Bullying Behavior Agreement" pursuant to the attached "Exhibit A," which sets forth recommended changes to documents
- Once the Parks and Recreation Department's anti-bullying policy is amended, use the amended Anti-Bullying Policy and Anti-Bullying Behavior Agreement as a template for creation of policies for use in other departments
- Incorporating "bullying" in the definition of harassment in all City of Miami Beach policies
- Amending HR.16.04 "Prohibited Discrimination and Harassment" to include bullying as a prohibited activity.
 - Insert "bullying" after "harassment" in paragraph 3, line 1.
 - Insert "bullying" in definition of "Harassment"
 - Insert "bullying" on page 3, Item 1 under "Procedure" after the word "harassment".
- Amending TC.18.01 "Rental Fee Waiver" to include a requirement of the organization or individual applying for the fee waiver to have an anti-bullying policy and include the ability for the city to revoke an organization or individual's ability to apply for a fee waiver if found to have engaged in bullying.
- Amending CO.19.01 "Citywide Procedure for Social Media" to include anti-bullying.
 - Insert at the end of the paragraph on page 2 "Respect your audience": "The City of Miami Beach has a zero-tolerance policy on cyber-bullying, the use of technology to threaten, hurt, single out, embarrass, spread rumors, and/or reveal secrets about others."
 - Insert on page 3 as the fourth bullet under "City employees may not publish information on City social media that includes": "Any form of cyberbullying."
 - Possibly insert on page 4 as the fifth bullet under "Moderation of Third-Party Content": "can be construed as cyberbullying".
- Amending 2019-047-WG "Request for Qualifications (RFQ)" document to be amended to including anti-bullying policy agreement using amended Parks and Recreation Document as template.
- Amending CO.19.02 "Sponsorships, Donations and Advertising Procedure."
 - Insert under "Advertising" as B.8.: "Any advertising that contains messages that are threatening, harassing or discriminatory".

Recommendations for Implementation of new Anti-Bullying Policies

- Enact legislation requiring third parties such as vendors, city contractors, commercial lessees, concessionaires of the City, and special event permittees wishing to enter into an agreement with the City to provide, in writing, confirmation that they have anti-bullying policies in place.
- Enact legislation requiring for organizations, clubs, and individuals wishing to obtain any fee waivers for use of municipal facilities to provide, in writing, confirmation that they have anti-bullying policies in place.
- Enact legislation requiring for organizations, clubs, and individuals wishing to obtain municipal funding to provide, in writing, confirmation that they have anti-bullying policies in place.
- Further recommending for the City to explore options for a creation of an Anti-Bullying ordinance similar to the City's Human Rights Ordinance to ensure that

CITYWIDE PROCEDURE	DATE ISSUED: DECEMBER 2017	Page: 1 Of: 4	SEQUENCE NUMBER: HR.16.04
	DATE UPDATED: SEPTEMBER 2019		
	SUBJECT: PROHIBITED DISCRIMINATION AND HARASSMENT		
RESPONSIBLE DEPARTMENT: HUMAN RESOURCES			

PURPOSE

It is the intent of the City of Miami Beach to ensure a workplace for its employees that is free of any type of discrimination or harassment based on actual or perceived race, color, sex, age, national origin, disability, religion, genetic information, marital status, political affiliation, sexual orientation, gender identity, or familial status. The City complies with Title VII of the Civil Rights Act of 1964 as amended (1991), Title I of the American with Disabilities Act of 1990 as amended (2009), as well as other applicable federal, state, and county laws and regulations prohibiting discrimination and harassment.

Decisions and practices based on an individual's protected status (e.g., race, color, sex or the other categories listed above) that unlawfully affect employment and/or the compensation, terms, conditions or privileges of an individual's employment or potential employment with the City are prohibited by this administrative procedure. This includes unlawful employment decisions, actions, policies or practices regarding job advertisements, recruitment, applications, testing, hiring, job referrals, work assignments, promotions, pay and benefits, working conditions, performance evaluations, transfers, discipline, discharge, constructive discharge, dress code, employment references, reasonable accommodations for disability or for religion, training and apprenticeship opportunities, and any other terms and conditions of employment.

The City of Miami Beach soundly protects its employees from discrimination, harassment, bullying, or intimidation of any kind by any supervisor, co-worker, vendor, client, customer, or volunteer. The City expects its employees to display tolerance and inclusion when interacting with people different from themselves. The City will investigate any claims of violation of these principles thoroughly, fairly, and without reprisal. **Discrimination and harassment are considered misconduct and are unacceptable behavior that will not be tolerated. Violations of this administrative procedure will be a cause for disciplinary action up to and including termination.**

DEFINITIONS

Harassment/Bullying:

All employees are entitled to perform their work in an environment free from illegal harassment, either overt or covert, regardless of race, color, sex, age, national origin, disability, religion, genetic information, marital status, political affiliation, sexual orientation, gender identity, or familial status. Any conduct that has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment based on any of the above-mentioned protected criteria is prohibited. Forms of harassment may include, but are not limited to, the use of vulgar language, bullying, abusive acts or language, hostility, physical aggression, intimidation, or unequal treatment. Further, no person shall be subjected to any derogatory remarks, epithets, jokes, slurs, cartoons, drawings, symbols, pictures, photographs, publications, internet websites, videos, emails, text messages, demeaning gestures or language relating to above listed protected characteristics.

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Sexual Harassment:

No employee, either male or female, shall be subjected to unsolicited and unwelcome sexual overtures or conduct, either verbal or physical. The federal government has created guidelines which define sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when: (1) submission to the conduct is either an explicit or implicit term or condition of employment; (2) submission to or rejection of the conduct is used as a basis for an employment decision affecting the person rejecting or submitting to the conduct; or (3) the conduct has the purpose or effect of sufficiently interfering with an affected person's work performance or creating an intimidating, hostile, or offensive work environment.

Specifically, it is a violation of this administration procedure for any employee to sexually harass another employee by making acceptance of unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature a condition of an employee's continued employment; making submission to or rejection of such conduct the basis for employment decisions affecting the employee; or creating an intimidating, hostile or offensive environment by such conduct. Examples of inappropriate conduct include: remarks of a sexually suggestive nature, sexual innuendo, propositions, offensive jokes, staring, ogling, leering, whistling, unnecessary touching, patting, hugging, brushing against a person's body or blocking normal movement. These are merely examples of inappropriate conduct; it is not an all-inclusive list.

Applicants/employees with disabilities:

Discrimination against a person based on the person's actual or perceived disability, record of disability or relationship with a person with a disability will not be tolerated by the City. The City will take appropriate action to provide reasonable accommodations to qualified employees and applicants with known disabilities, unless providing such accommodations creates an undue hardship. Employees with disabilities have a responsibility to inform the Human Resources Department regarding their requests for reasonable accommodations to improve their access to employment opportunities.

All questions, comments or complaints regarding access of qualified individuals with disabilities to the application process or employment, or alleged discrimination in employment, based upon a qualified applicant's or employee's disability or relationship or association with a person with a disability should be directed to the Human Resources Director.

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DUTY TO REPORT

All employees of the City of Miami Beach are responsible for ensuring that discrimination, harassment and retaliation do not occur in the workplace. Any employee who believes he or she has been the subjected to any action, decision or harassment in violation of this administrative procedure or who observes such conduct, is urged to promptly report the incident(s) to the City's Human Resources Director as described in the reporting procedures below. Supervisors, managers, or human resources personnel who receive EEO complaints, or who otherwise become aware of any improper harassment or discrimination, must notify the Human Resources Director immediately. Any supervisor or manager who has knowledge of such behavior yet takes no action to end it is also subject to disciplinary action.

PROCEDURE

1. Any employee subjected to unlawful discrimination, harassment, bullying and/or retaliation should immediately make a complaint to the Human Resources Director. In the event that the complaint involves the Human Resources Director the complaint should be made to the Assistant City Manager who oversees Human Resources.
2. An employee who believes that this administrative procedure has been violated may report the incident orally or in writing. Where the complaint is taken orally, the Human Resources Director shall document the complaint.
3. Investigation: All complaints will be investigated in a fair, thorough and timely manner. Depending on the nature of the complaint, an investigation of a complaint will normally include conferring with the parties involved and any named or apparent witnesses. However, upon completion of the investigation and a determination as to what, if any, remedial actions must be taken, both the complainant and the alleged harasser/discriminator will be informed as to the outcome of the investigation.
4. Remedial Action: If the investigation reveals that the complaint is valid, prompt and appropriate remedial actions will be taken to stop the discrimination or harassment immediately and to prevent its recurrence. When discrimination or harassment is established, appropriate disciplinary action, up to and including termination may be taken.
5. Confidentiality: Every attempt will be made to deal with each complaint in as confidential a manner as possible within the confines of undertaking the investigation. Anyone involved in the investigation of a complaint will be instructed that the investigation is confidential and should not be discussed with co-workers. Workplace gossip or "water cooler talk" about the complaint is strictly prohibited.
6. False Accusations: The City recognizes that false accusations of discrimination and/or harassment can have serious effects on innocent individuals. If any employee

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knowingly makes a false accusation of discrimination or knowingly provides false information in the course of an investigation of a complaint, such conduct may be grounds for discipline. A complaint made in good faith, even if found to be unsubstantiated, will not be considered a false accusation.

7. **Withdrawal of Complaint:** A complaint of discrimination may be withdrawn at any time by the person who filed the complaint. In some instances, the Human Resources Director will find it appropriate to end the investigation when the complaint is withdrawn. However, prior to ending an investigation, the Human Resources Director must determine whether the City should take corrective action to address inappropriate conduct. If the Human Resources Director determines that corrective action is required, it may be necessary for the Human Resources Director to continue the investigation or recommend action to remedy inappropriate behavior.

The City encourages any employee to raise questions he or she may have regarding discrimination and harassment to the City's Human Resources Director.

All employees shall be protected from coercion, intimidation, retaliation, discrimination and/or harassment for filing a complaint of discrimination or harassment; assisting an employee filing such a complaint; being related to or otherwise associated with an employee filing such a complaint; or for assisting in an investigation of a complaint of discrimination or harassment. Any employee engaged in retaliation against a complainant, an employee who assisted or who is related to or otherwise associated with a complainant, or any employee who assisted in an investigation, will face appropriate disciplinary action up to and including termination.

Prepared by:

 Director, Human Resources

Reviewed by:

 Internal Auditor

 Chief Learning and Development Officer

 Assistant City Manager

Approved by:

 City Manager

9/24/19
 Date

PREVENTION OF WORKPLACE VIOLENCE

POLICY:

To promote and maintain a safe work environment for employees free from aggression, threats and violence, effectively manage critical workplace incidents dealing with actual or potential violence, and provide a coordinated and rapid response to such incidents.

It is the shared obligation of all employees, law enforcement agencies, employee organizations as well as the City administration to individually and jointly act to prevent or defuse actual or implied violent behavior at work. The City prohibits any comments or behavior that could be perceived by a reasonable person as threatening or indicating possible violence.

This may include but is not limited to verbal threats or gestures, abusive language, harassment, intimidation and physical altercation (e.g., shoving or fist fighting). The City also prohibits the possession, use, or threat of use of a deadly weapon, firearm or destructive device in any manner, on one's person, in one's belongings or in any City facility, any city vehicle or work area, or in one's personal vehicle while engaged in City business unless such possession or use of a weapon is a necessary and approved requirement of the job.

However, pursuant to Fla. Statutes 790.251 employees who hold a valid Florida concealed weapon permit may possess any legally owned firearm when such firearm is lawfully possessed and locked inside a parked personal motor vehicle and when the employee is lawfully in such area.

The City prohibits the use or threat of use of a deadly weapon, firearm or destructive device by any employee while at work unless such use or threat of use is a necessary and approved requirement of the job.

Exceptions to this policy may be made only by the City Manager which must be granted in writing.

Violence or the threat of violence, by or against any City employee or other person is unacceptable and contrary to City policy, and will subject the perpetrator to disciplinary action, up to and including dismissal and possible criminal charges. The City will work with law enforcement to aid in the prosecution of anyone who commits violent acts against employees.

PROCEDURES:

On-the Job

There are situations where relationships between employees, or between an employee and the supervisor, result in strong negative feelings.

Any person involved in situations where they fear that physical retaliation may take place, or where someone has made verbal threats of physical violence, should immediately discuss it with department management. Employees involved in fighting or making verbal threats will be disciplined up to and including dismissal. No employee acting in good faith, who reports real or implied violent behavior, will be subject to retaliation or harassment based upon their report. If a situation is serious enough that possible termination may be involved and/or the continued presence of the employee at the work-site would not be appropriate given the altercation, or particular circumstances, the employee may be immediately suspended by being placed on paid administrative leave. The employee will be ordered not to return to the work site until further advised. This action is unusual, but may

be taken with concurrence from the Department Director. Where time and circumstances permit, consultation with the Human Resources Director should take place as well. Most workplace altercations, including minor ones involving only verbal exchanges, justify appropriate disciplinary action through the use of the City's progressive discipline policy. At any time during the review of an altercation, the Human Resources Director or his/her designee will be available for assistance upon request.

Dealing with the Public

Potentially violent situations may occur in employee contacts with the public. While the City has a strong commitment to customer service, it is not intended that employees be subjected to verbal abuse by a customer. A supervisor should be requested to intervene when a customer is abusive. If there is a concern over the possibility of physical violence, it should be immediately reported to the department director or the Police Department.

Off-the-Job

An employee may be involved in a personal non-criminal dispute with family members, neighbors or friends. If the situation escalates, a restraining order or similar court order may be issued. If an employee should request such an order, he/she should include the work location as well as place of residence in the order. The employee should inform the supervisor of the issuance of such an order and provide a description of the individual(s) cited in the order. In a situation where an employee has not secured a court order but fears for his/her safety, the employee should notify the Police Department immediately and inform his/her supervisor as soon as practical. When any of the above situations is brought to the attention of department management, an evaluation of the severity of the situations must be made immediately. If it is concluded that there is a likelihood that violence could result, management shall:

1. Discuss the situation with employees who are likely to come in contact with the subject. Provide a description of the subject and instructions on actions to be taken if the subject comes to the work-site.
2. Provide the same information to the Police Department.
3. Contact the Police Department to provide information on steps being taken. If the Police Department feels that more security is required, arrangements will be made to provide for it.
4. Any case, if there is an immediate need for Police Department intervention, call 911

Critical Incident Coordination

When a supervisor, manager, or employee observes an act of violence at work; the steps to be taken are simple, even though the underlying issues may not be.

1. IN IMMEDIATE EMERGENCY SITUATIONS---CALL 911.

As with any other emergency involving fire, violence, or medical incidents, the first thought and action is to call 911 and report as many details as possible so that the appropriate emergency response units can be dispatched.

2. NEXT STEP - Immediately contact:

- o the Department or Division Director involved, and
- o the Human Resources Director or his/her designee

The Human Resources Director or his/her designee is the Workplace Critical Incident Coordinator and may be contacted at any time and will ensure that resources such as the Employee Assistance Program, Employee Benefits, Human Resources, City Attorney, and public safety units, as needed, are coordinated in their support and response. Other steps following a critical incident at work will flow from this initial contact, including disciplinary action and help from Employee Assistance for employees involved or witnessing a serious incident.

GUIDELINES FOR MANAGERS AND DIRECTORS

The guidelines below apply to all City employees and are intended to aid managers and directors in dealing with violent or potentially violent situations at work once an immediate emergency situation has been controlled. Altercations between persons at work are rare and usually minor, allowing time for supervisory intervention. An "altercation" as used in these guidelines includes actual workplace violence or threatened violence, including verbal or physical confrontation or assault, or attempts at such assault.

In circumstances deemed by a department manager or director to be an emergency, call 911 and make the other contacts described previously. It is understood that the actions of a manager, director, or other employees will be dependent on the seriousness of the situation and the nature of an altercation. However, consistent with personal safety, managers, directors, and supervisors have a responsibility to make a good faith effort to defuse violent or potentially violent situations as quickly as possible in order to prevent their escalation and creating a threat to others.

1. Separate employees involved. Do not allow a verbal altercation to escalate into something more serious. If the employees cannot be separated, call 911 and follow the steps previously described.
2. Contact the appropriate Department Director and the Human Resources Director.
3. Once the situation is controlled, separately interview all persons involved, including any witnesses, in order to obtain an accurate account of the incident. Document the statements of witnesses and others interviewed in written form. Those involved in an altercation - those who are possible subjects of future disciplinary action based on the incident - have the right to be represented during the interviews, if they are members of a collective bargaining unit.

If such representation is denied or if questioning continues after representation has been requested, subsequent disciplinary action could be overturned or modified on appeal. It may be necessary to postpone an interview in such cases for a representative to be available. By contacting Human Resources at 673-7000 ext. 7524, advice and assistance in this process will be provided.

ANTI-BULLYING POLICY

The Miami Beach Parks and Recreation is committed to a safe and fun filled environment, free from harassment, intimidation or bullying, for all of our participants and staff, regardless of actual or perceived differences of race, color, national origin, religion, sex, intersexuality, gender identity, sexual orientation, marital and familial status, age, disability, ancestry, height, weight, domestic partner status, labor organization membership, familial situation, or political affiliation. We are working very hard in making all Miami Beach facilities a Bully Free Zone. We encourage our patrons and participants to report any type of bullying they may experience, hear or see occurring in our Recreation facilities.

What is Bullying?

Bullying can be best defined as the intentional abuse, harassment and/or intimidation of others. Bullying can emotionally, socially, mentally or physically harm a child or adult. It is always an intentional act. The child who bullies wants to harm the victim; it is no accident. Bullying is characterized by repeat occurrences. Bullying is not generally considered a random act, or a single incident.

Types of Bullying:

Bullying ranges from simple one-on-one bullying to more severe bullying in which the bully recruits others who join in the bullying activities. Bullying can take many forms including: slurs, rumors, jokes, innuendos, demeaning comments, drawing cartoons, pranks, gestures, physical attacks, threats, or other written, oral or physical actions.

- Verbal Bullying includes but is not limited to teasing, name calling, inappropriate comments, taunting, and threatening to cause harm.
- Social Bullying includes but is not limited to hurting someone's reputation or relationships, leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone, embarrassing someone in public.
- Physical Bullying involves hurting a person's body or possessions. Physical bullying includes but is not limited to hitting, kicking, pinching, spitting, tripping, pushing, hair pulling, mean or rude hand gestures, damage to someone's property, and/or theft.
- Cyber or Electronic Bullying involves using technology to threaten, hurt, single out, embarrass, spread rumors, and/or reveal secrets about others. Cyber bullying can be done through phone calls, text messages, pictures/video clips, email, instant messaging, chat rooms, websites, gaming, or any other online medium.

Why is Bullying Difficult to Stop?

Stopping the act of bullying is difficult for several reasons:

- Often children/adults do not complain about bullying because they are afraid of retribution and consequences.
- It is feared that the person notified of the bullying may not handle the situation properly, thereby losing the trust and respect of the victim.
- Bystanders and/or witnesses seldom intervene.
- Bullying usually occurs when there are no adults present.

ANTI-BULLYING BEHAVIOR AGREEMENT

It is the goal of the City of Miami Beach Parks and Recreation Department to make all Parks and Recreation facilities a "Bully Free Zone." In order to do that, we must work together in helping to make all participants feel safe and confident to speak up when confronted by a bully or when they witness another being bullied, regardless of a victim's actual or perceived differences of race, color, national origin, religion, sex, intersexuality, gender identity, sexual orientation, marital and familial status, age, disability, ancestry, height, weight, domestic partner status, labor organization membership, familial situation, or political affiliation. This agreement is not intended to prohibit the expression of one's feelings or thoughts, but instead to prevent their expression from rising to the level of harassment, intimidation, or bullying.

Please take a moment to review the following agreement with your child. Signing the bottom of this agreement signifies that both you and your child agree to the City of Miami Beach Parks and Recreation Department's anti-bullying policy. This form must be returned to your child's Recreation site.

- I will try my best to keep a positive attitude and to treat others with respect.
- I will help create an environment that is safe and welcoming for all of us.
- I understand that any of my actions that results in the abuse, harassment, or intimidation of others will be considered bullying.

Verbal bullying includes but is not limited to teasing, name calling, inappropriate comments, taunting, and threatening to cause harm.

Social bullying includes but is not limited to hurting someone's reputation or relationships, leaving someone out on purpose, telling other children not to be friends with someone, spreading rumors about someone, embarrassing someone in public.

Physical bullying involves hurting a person's body or possessions. Physical bullying includes but is not limited to hitting, kicking, pinching, spitting, tripping, pushing, hair pulling, mean or rude hand gestures, damage to someone's property, and/or theft.

Cyber or electronic bullying involves using technology to threaten, hurt, single out, embarrass, spread rumors, and/or reveal secrets about others. Cyber bullying can be done through phone calls, text messages, pictures/video clips, email, instant messaging, chat rooms, websites, gaming, or any other online medium.

- I will use appropriate and respectful language and understand that the use of deliberate negative, hurtful, or profane language will not be accepted.
- I will be respectful of the property and personal space of others.
- I will not possess any illegal drugs, alcohol, or weapons of any kind while participating in Miami Beach Parks and Recreation programs or activities.

By signing below, I am stating that I have read and agree to abide by all policies stated above. Any child suspected of bullying will be disciplined on an individual basis. Depending on the severity of the bullying disciplinary action may include time out, loss of privileges including field trips, suspension and/or expulsion. Refunds will not be issued for any participant who is suspended or expelled.

I certify that I have discussed all the above policies with my child.

Print Parent/Guardian Name

Parent/Guardian Signature

Date

Print Child's Name

Signature (Juniors, Pre-Teens & Teens only)

Date

BULLY FREE PLEDGE

Take the Pledge:

- I promise to never bully anyone.
- I promise to not take part in any actions that purposely hurt another person.
- I promise to speak up when I see bullying.
- I will reach out to others who are bullied.
- I will be a friend whenever I see bullying.
- I will join with friends and stand up to bullying.

