



Personal Support Worker Mediator Agreement

Personal Support Worker/Mediator Agreement

The following items are listed as the Code of Conduct for all Town of Essex Recreational Programming:

1. Zero Tolerance Policy – Swearing: Ensure the use of camp appropriate language including the prohibition of verbal use by way of derogatory comments and innuendo.
2. Hands Off Policy – Under no circumstance is physical violence ever permitted. Under no circumstances are alcohol or non-medical drugs permitted on site.
3. Being found under the influence of alcohol or non-medical drugs is grounds for immediate dismissal.
4. No smoking is allowed on site.
5. Do not deal with other participants in the program. If a situation arises please let a Town of Essex Staff member know so they can deal with the situation.
6. Absolutely no pursuit of personal relationships between paid or volunteer staff during program hours.
7. All Personal Support Workers / Mediators are required to submit a clear Vulnerable Sector Check, at their expense.
8. Above all else, we would ask you enjoy yourself and have respect for all persons whom you come into contact. We believe this Code of Conduct to be of the utmost importance in trying to get our participants to become respectful, courteous, responsible and confident citizens of our community.

Personal Support Worker/ Mediator Expectations and Responsibilities

1. Supervises, facilitates and disciplines the participant they are assigned to with special needs in safe, planned activities.
2. If necessary, you will work with the Town of Essex Community Services staff to make the necessary adjustments/adaptations to games or activities to accommodate the needs of their participant.



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3. Personal Support Workers / Mediators must always wear appropriate attire.
4. If a situation arises where there is a conflict or incident with their participant that requires extra assistance, the Town of Essex Recreation and Culture staff should be notified so that they can assist and/or call in necessary support such as the Program Coordinator, Assistant Manager, Program or Manager, Recreation and Culture.
5. The Personal Support Workers / Mediators primary concern at the program is the inclusion participant. We strongly encourage Personal Support Workers / Mediators to participate in all games and activities and should not be interacting with other participants. They are primarily support workers for their assigned participant.
6. Personal Support Workers / Mediators work towards integrating their participant into the program and still hold them to the same rules as all other participants (no hands on, following instructions, etc.). While they may need special adaptations, they should not be exempt from rules that ensure their safety.
7. Any questions, concerns or feedback, Personal Support Workers / Mediators may have can be directed to the Assistant Manager, Program as seen fit.

PHOTO WAIVER:

Unless the participant or guardian indicates in writing, Town of Essex will assume permission to be given for photos or video taken during any recreation program/activity to be used to promote recreation. If permission is not granted, please email the participants' name and recreation program enrolled in to essexconnect@essex.ca and request that permission for pictures be revoked. Recreation and Culture staff will attempt to honour the request however, as most recreation programs take place in public settings it cannot be guaranteed.

ELEMENTS OF RISK:

The participant and/or their guardian acknowledges that the participant is physically and medically fit to participate and voluntarily assumes any risk of injury or damage in connection



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with participating in this activity. The participant and/or their guardian agree to abide by all rules and regulations pertaining to the use of specialized equipment. Participating in this program/activity involves certain elements of risk including but not limited to cuts, abrasions, sprains, fractures, spinal injury, brain injury or even death. The risk of sustaining injury can result from the nature of the activity itself, natural and manmade, climatic conditions, the actions of third parties and the physical condition and actions of the participant. The risk of sustaining these types of injuries can occur without any fault of the participant, or the Corporation of the Town of Essex, its employees, agents, council members, or the facility where the activity is taking place.

CONSENT TO MEDICAL TREATMENT:

The participant and/or their guardian hereby give their permission for Town of Essex employees or volunteers to provide or arrange for such first aid or other medical treatment or care, including but not limited to transportation to hospital, as such employee or volunteer may consider necessary or advisable.

The participant and/or their guardian understand that all costs related to such actions shall be the participant's and/or the guardian's responsibility and I agree to pay for and/or reimburse the Town of Essex for whatever costs that are incurred.

REFUND POLICY:

- [Program Refund/Credit Request Policy](#) (Regular Weekly Programming)
- [Program Refund/Credit Request Policy - Specialty Program](#)
(Specialty/Leadership/Crash Courses - 3 weeks or less/Weekend/Day Camp/1 Day Programs)

I have read and understood all of the above statements.



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Personal Support Worker/Mediator

Date _____

Parent/Guardians Signature
(If under the age of 18 years)

Date _____