

**Examples of Inappropriate Behaviours & Actions****Inappropriate Behaviours & Actions**

*This is not an exhaustive list and there may be other behaviours that are not appropriate and are not included.*

- Forceful and targeted yelling or swearing
- Sarcasm, insults, or minor intimidation in the attempt to bully or coerce such as making unreasonable demands, not accepting outcomes of decisions or service, not allowing employees to speak or respond, or making derogatory comments such as threats to an employee's job or negative comments about an employee's body
- Excessive and/or persistent communications (telephone calls, e-mails, phone texts, visits) that are not warranted and/or they are related to a concern, question or topic that has already been addressed.
- Behaviours that are discriminatory, prejudiced against or antagonistic towards others related to a protected ground under the Human Rights Act (for example: their race, religious belief, age, gender, sexual orientation or disability). Behaviours may include negative comments, jokes, innuendos, or the displaying of hurtful or inappropriate messaging through symbols, body art, words/phrases spoken or in music, or videos.
- Breach in employee confidentiality
- Any continued, unwelcome physical or verbal behaviour towards others that offends, humiliates or causes someone to feel uncomfortable, including unwanted advances
- Deliberately interfering with operations, services and/or duties being performed/provided by employees
- Entering proof of admission areas without approval or purchasing admission during operational hours
- Failure to follow posted guidelines for the use of the site/amenity or public health measures
- Consuming or in possession of alcohol or illegal drugs while on site
- Individuals exhibiting signs of impairment from alcohol, drugs or other substance while on site
- Behaviours or actions that may result in physical harm to the individual themselves, employees or other members of the public. For example: roughhousing, wrestling and/or throwing items.
- The disruptive and/or inappropriate use of electronic devices, such as taking photos or the recording of employees or other members of the public without consent, or excessively loud music
- Not complying with posted City of Edmonton Bylaws, such as smoking or vaping within the building
- Behaviours which are inappropriate for public spaces and which may alarm or cause distress to others, but does not appear to have the intent to offend, insult or be sexual towards others, such as nudity or watching pornography in public spaces

## **Inappropriate Behaviours & Actions** *Continued...*

*This is not an exhaustive list and there may be other behaviours that are not appropriate and are not included.*

- Not complying with any request to leaves or bans, including trespassing on restricted City property on or after operational hours (no damage to property)
- Not complying with requests to modify or limit communications with employees or teams (telephone, email and/or other correspondence)
- Inappropriate, sexual self touching in public spaces, such as masturbation
- Intentional fecal contamination of aquatic spaces
- Direct threats to physical safety, such as making threatening comments to cause injury or death to a person or threats to bind someone against their will
- Selling of illegal drugs
- Theft or damage on site of a person's or City of Edmonton's property, including breaking and entering
- Indecent or lewd act committed on site with the intent to offend or insult, including the threat of unwanted touching, be sexual towards others, showing or playing content (music, video) of a sexual or discriminatory nature to others
- Stunting or any unsafe use of City parking lots
- Hate or discrimination crime
- Sexual assault of another person, including any unwanted touching of a sexual nature
- Causing or creating risk where a child will suffer physical, sexual or emotional harm
- Possession and/or use of a weapon (or an item that resembles a weapon or may be used as a weapon), including but not limited to firearm(s), air or bb guns, ammunition, pepper spray, explosives, knives. Use may include using the weapon to intimidate, scare or create mischief for the purpose of causing others to feel fearful, uncomfortable or intimidated.
- Physical assault of another person, including when someone intentionally applies force to a person without their consent or spitting
- Robbery (taking property from a person or place using force or threat of force)
- [Criminally harassing](#) employees or members of the public on, around and/or outside City property, and/or through social media
- Any activity that violates or breaches the Criminal Code of Canada, Human Rights legislation or any other law