



Highland County Fair Association Grounds Access Policy

Purpose

The purpose of this policy is to maintain a safe and respectful environment within our association grounds. It outlines the process for implementing consequences for poor behavior and the resulting restrictions.

Scope

This policy applies to all members, visitors, and guests accessing the association grounds.

Consequences for Poor Behavior

1. **Verbal & Written Warning:** When an individual exhibits inappropriate behavior, a verbal warning will be issued by a designated association representative. The warning will clearly communicate the unacceptable behavior and emphasize adherence to association rules. The verbal warning will be followed up in writing to document that the behavior was addressed.
3. **Temporary Restriction:** In cases of continued poor behavior, the individual's access to the grounds will be temporarily restricted. The duration of the restriction will be determined by the association board or designated authority.
4. **Permanent Restriction:** For severe or repeated violations, the individual may face permanent restriction from the grounds. This decision will be made by the association board after a thorough review.
5. **Immediate Removal and Temporary or Permanent Restriction:** If the board deems an individual's inappropriate behavior as egregious, they may be immediately removed from the grounds. Following removal, the association will assess whether the restriction should be temporary or permanent based on the severity of the violation and the individual's history. Egregious behavior is defined as a conduct by a person intentionally committing an act or omission that involves knowing the violation of law.

Process for Implementing Consequences

Observation and Documentation:

- Association representatives will observe and document incidents of poor behavior.
- Details such as date, time, location, and description of the behavior will be recorded in the monthly minutes.

Verbal Warning:

- The representative will issue a verbal warning, explaining the specific behavior that needs correction.
- The individual will be reminded of association rules.
- A written follow up will be sent via email or letter. This letter will inform the individual of the consequences of further violations.

Temporary Restriction:

- The board will review the case and decide on temporary restriction.
- The individual will receive written notice of the restriction period.

Permanent Restriction:

- The association board will assess the severity of the behavior.
- If warranted, permanent restriction will be communicated in writing.

Appeals Process:

- Individuals only have the right to appeal a permanent restriction.
- Appeals must be submitted in writing to the Fair Association within thirty days of the restriction notice being sent.
- The board will review the appeal and make a final decision at the board meeting following the receipt of the appeal being received when there is a quorum.

Consequence

- **Temporary Restriction:** During the restriction period, the individual will be denied access to association grounds.
- **Permanent Restriction:** The individual will be permanently barred from entering the grounds.

The Highland County Fair Association, Inc., as the rightful owner of the property, reserves the authority to promptly remove any individuals engaging in inappropriate behavior from the property. This right extends to law enforcement.