

**PARKS, RECREATION & BEACHES BOARD MINUTES
CITY OF FORT LAUDERDALE
100 NORTH ANDREWS AVENUE
CITY HALL, 1ST FLOOR CHAMBERS
WEDNESDAY, APRIL 22, 2009 – 7:00 P.M.**

October 2008- September 2009

Board Members	Attendance	Present	Absent
Mark Hartman, Chair	P	6	0
Sean Fee, Vice Chair	P	6	0
Curtiss Berry	P	5	1
Betty Shelley	P	4	1
John Verkey	P	4	2
Matthew Weiss	P	5	1
Robert Payne	P	5	1
Ed Angelbello	P	4	2
Larry Mabson	P	5	1
Donna Guthrie	A	1	5
Mark McCormick	P	5	1
Jeffrey Cannon	P	6	0
Kenny Nail	A	4	2
Marilyn Markus	P	4	1

At this time there were 14 appointed members to the Board, which means 8 would constitute a quorum.

Staff

Stacey Daley, Administrative Assistant

Terry Rynard, Assistant Director, Parks & Recreation

Tim McGovern, Community Outreach Coordinator, Parks & Recreation

Brigitte Chiappetta, Recording Secretary, Prototype, Inc.

Communications to City Commission

- **Motion** made by Mr. Berry, seconded by Mr. Weiss, to table the naming of the Gore Nursery Site until the River Oaks and Croissant Park neighborhood associations have had a chance to participate in this naming. Chair Hartman offered an **amendment** to the motion that local schools should be involved in a contest to name the property. Mr. Berry agreed with this addition. In a voice vote, the **motion** carried unanimously.
- **Motion** made by Mr. Mabson, seconded by Mr. Berry, to recognize the week of June 22, 2009 as Anti-Bullying Week in Fort Lauderdale. In a voice vote, the **motion** carried unanimously.

- **Motion** made by Mr. Mabson, seconded by Vice Chair Fee, that the Board supports the proposed plan to allow a new fire station to be constructed on Mills Pond Park land, in exchange for the donation of park space from Old Fire Station 46's previous site. In a voice vote, the **motion** carried unanimously.
- Mr. Mabson also made a **motion** to look into the feasibility of using the Old Fire Station 46 structure for recreational purposes. The **motion**, seconded by Mr. Berry, carried unanimously in a voice vote.

Roll Call

Chair Hartman called the meeting to order at 7:00 p.m. Roll was called and all stood for the Pledge of Allegiance.

Approval of Minutes

Assistant Director Rynard requested that the "**Communications to City Commission**" section should be featured on the front page of the minutes.

Motion made by Mr. Berry, seconded by Mr. Payne, to approve the minutes of the March 25, 2009 meeting. In a voice vote, the **motion** carried unanimously.

1. Department Report – Assistant Director Rynard

Assistant Director Rynard informed the Board that the dedication of Dr. Elizabeth Hays Civic Park will be Saturday, April 25, 2009, at 9:00 a.m.

She added that the Department has also applied for a field renovation project, sponsored by Kellogg's, which would upgrade a field at Holiday Park, currently used for parking, to a practice field with Bahia grass. She invited the Board to vote for this initiative at www.frostedflakes.com, under the "Plant a Seed Field" prompt.

2. Naming of Gore Nursery Site – Assistant Director Rynard

There have been suggestions regarding the naming of Gore Nursery, Assistant Director Rynard noted. The Betz brothers, who sold this property to the City, had some recommendations, as did the River Oaks neighborhood in which the park is located. She referred the Board to an attachment reflecting these suggested names.

Mr. Berry felt it would be appropriate that the selected name include the original property owner's name – for example, "Gore Orchid Place."

Mr. Angelbello noted that the property abuts both the River Oaks neighborhood and Croissant Park, and felt the name should not include "River Oaks," as the park lies between two communities. He agreed with Mr. Berry that "Gore Orchid Place" was an appropriate name.

Mr. Verkey felt the River Oaks community should have some input on selecting a name.

Assistant Director Rynard agreed with the proposal of a contest to name the property, possibly opening this up to schools. Mr. Weiss agreed that this would involve the community.

Motion made by Mr. Berry, seconded by Mr. Weiss, to table the naming of this property until the River Oaks and Croissant Park neighborhood associations have had a chance to participate in this naming.

Ms. Daley pointed out that the second set of proposed names on the attachment were selected by the River Oaks neighborhood; Croissant Park did not seem to have had input on these selections.

Chair Hartman offered an **amendment** to the motion that local schools should be involved in a contest to name the property. Mr. Berry agreed with this addition.

In a voice vote, the **motion** carried unanimously.

Mr. Angelbello asked if there is a plan to involve the community in the design of the proposed park. Assistant Director Rynard responded that this has not yet been decided. She explained that when new properties are acquired, they are put into a "holding state;" in this case, Bahia grass will be added, as a good deal of open field space use could come from the property, and a wood rail fence is being added. When these improvements are made, the property will remain in a holding state until the Department has funds to develop it. At that time, the Department will work on a conceptual plan with the neighborhood(s), which will subsequently come before both the Board and the City Commission for approval.

3. Anti-Bullying Initiative – Tim McGovern

Assistant Director Rynard introduced Tim McGovern, Community Outreach Coordinator for the Parks & Recreation Department. He is currently working on several projects, including intern training, volunteer coordinating, and various neighborhood programs, in addition to the Anti-Bullying Initiative. Mr. McGovern distributed information packets about this initiative to the Board members, noting that this plan will be implemented in June 2009.

He asserted that the thought of a child or loved one being bullied is universally disturbing, and to that end, the Department is taking a proactive approach.

The initiative's purpose is three-pronged: to raise awareness of the problem, discuss action steps to address it, and evaluate and monitor the process. He defined bullying as "a deliberate and repeated pattern of aggressive behavior that involves an imbalance of power by one person or group toward others, designed to hurt, injure, embarrass, upset, or cause discomfort through verbal harassment, physical assault, or other, more subtle methods of coercion or manipulation."

The Department believes everyone who delivers or receives its services has a fundamental right to feel respected and valued. Their aim is for members of the community to feel safe from bullying or other forms of harassment, which may stem from discrimination based on race, gender, sexual orientation, appearance, disability, culture, or religion.

The Department's Anti-Bullying commitment wishes to ensure that the following needs are met for everyone:

1. To feel safe from bullying within Parks & Recreation programs;
2. To feel efforts are made to prevent bullying and to promote healthy relationships;
3. To feel their concerns are taken seriously and dealt with appropriately;
4. To hope things can change for the better.

The Department's action plan is as follows:

1. Develop a City-wide anti-bullying commitment that brings awareness and action, by passing an Anti-Bullying Resolution at the April Board meeting, and ask that the City Commission declare the week of June 22, 2009 as "Anti-Bullying Week" in Fort Lauderdale;
2. Research and explore current anti-bullying initiatives in other locations, and develop such policies and procedures for the City;
3. Bring awareness to all facilities that bullying behavior will not be tolerated, and install anti-bullying signage in all recreational centers;
4. Educate Staff and program participants about bullying behavior and the action steps to be taken to address it at all parks and camps, and develop a commitment from program participants that bullying behavior is not acceptable, including a pledge from summer campers to be displayed in paper mural form inside the recreation center(s);
5. Develop an anti-bullying venue that raises awareness of the problem without drawing attention to the victim, such as boxes in all recreation centers;
6. Develop a series of special events within Anti-Bullying Week that shows the solidarity of all against bullying behavior, including a poster contest and murals;

7. Monitor the effectiveness of this initiative through an evaluation process that is implemented to annually review the collected data about bullying, through boxes in rec centers, summer camp surveys, and incident reports.

Mr. McGovern recognized that this initiative is the result of teamwork by five individuals from the Department. He added that this effort is an important one that affirms the fundamental rights of participants.

Mr. Mabson asked if components of the program would address the bullies themselves in addition to the victims. Mr. McGovern replied that the Department would refer to the same materials used by the School Board, and described the address of bullies as a process through which the parents are contacted for discussion as the first step. He added that a more comprehensive description of this process was available on the Department's website. Assistant Director Rynard affirmed that if an individual was put on notice as part of the schools' initiative, they would be monitored in the Department's programs as well, as some behavior carries over from the school day.

Mr. Weiss referred to the information packet, pointing out that a "Level 1 Offense" is defined as "not participating in a group activity" or walking away from an adult in authority. He pointed out that this did not sound like bullying behavior.

Mr. McGovern clarified that these levels refer to both discipline and bullying, and the specific examples cited above are related to discipline.

Mr. Berry did not recall having seen evidence of bullying in his years as a Little League coach. Mr. Verkey asserted that while this behavior may not be seen in team activities, he felt it carried over into after-school "unorganized sports." Mr. Angelbello stated that this was an important program, as it attempts to be proactive and stop bullying behavior before it takes place; he felt some of the program's steps could potentially eliminate such behavior before it begins.

Mr. Mabson felt some individuals who are not participating in structured activities such as team sports exhibit bullying behavior by discouraging those who choose to participate. Assistant Director Rynard agreed, pointing out that bullying activity can begin "at amazingly young ages."

Mr. Payne stated that a program of this nature had been needed for years, and he felt it could prove to be very useful if it is followed adequately.

Ms. Markus inquired about the cost of the program. Mr. McGovern explained that this involves the signs, wrist bands, "bully boxes," and similar minimal expenses. There will be no cost to the participants.

Motion made by Mr. Mabson, seconded by Mr. Berry, to recognize the week of June 22, 2009 as Anti-Bullying Week in Fort Lauderdale. In a voice vote, the **motion** carried unanimously.

Chair Hartman thanked Mr. McGovern for his efforts as well as his presentation to the Board. Mr. Angelbello recognized Mr. McGovern as well for his conscientious involvement in Holiday Park.

4. Beach Maintenance Update – Assistant Director Rynard

Assistant Director Rynard advised that the Department had requested permission from the State, during turtle season, to clean the entire width of the beach from 18th to 14th Streets on the north end and from Sunrise Boulevard to The Clipper's public beach area. The State will allow this as long as all marked nests are avoided from a distance of 5-8 ft. or more. Assistant Director Rynard added that equipment has been purchased that will allow the nests to be monitored and avoided by GPS.

This is the first time comprehensive beach cleaning has been allowed during turtle season, she noted, and the beach business community and City Administration have been very supportive of this effort. It is being allowed on a one-year trial basis.

She noted that the first turtle nest was spotted Saturday night, April 18. Nests are no longer moved, but they are marked for identification and avoidance. Turtle season runs from March 1 to October 31, she explained, and a nest takes approximately 45-60 days to hatch. Fort Lauderdale typically has over 200 nests per year.

She added that the penalty for poaching or damaging nests is a "significant fine" of \$10,000 per egg, and includes jail time as well.

In addition, the cleaning equipment allows fine materials, such as cigarette butts and glass, to be sifted out during beach cleaning. Assistant Director Rynard recognized the effort of all those who had helped implement the cleaning program, and hoped there is no negative impact so the program can continue.

Mr. Angelbello asked how the City protects the nests on private beaches. Assistant Director Rynard explained that Broward County holds the inspection permit, and inspectors from Nova Southeastern University monitor and mark nests on a daily basis. The Department is included on the 2009 permit for the first time, and personnel will be trained to re-mark nests in case markings are destroyed by storms.

Mr. Cannon asked what the Department's responsibilities in the beach area involve, other than maintenance. Assistant Director Rynard responded that their duties include landscaping on barrier islands, maintenance of parks in this area, care of trees, and handling applications for special events. In addition, the Beach Business Improvement District (BID), a private entity, supplements the Department's cleanup efforts on the west side of the street, and plans to sponsor a signature beach area event as well.

Lifeguards are provided by the Fire Department, and the Economic Development Department has a Beach CRA Director who works with the Parks & Recreation Department's Maintenance Staff. These two Departments work jointly on weekly beach inspections. Parks & Recreation is also responsible for shower maintenance.

The Department helps maintain the beach parking lots, and a portion of the revenue collected from this parking is circulated back into the City's General Fund to help offset the costs of landscaping and mowing. The revenue is collected by Parking & Fleet Services. The restroom cleaning contract is under the Parks & Recreation Department, but is paid for by Parking & Fleet Services as well. Public Works empties the trash cans on both sides of the street on a daily basis, while the Department is responsible for "loose litter" on the beaches themselves.

Mr. Cannon asked if Department Staff is involved in promoting beach activities. Assistant Director Rynard stated that the Beach CRA and BID act in this capacity; in addition, Jan Idelman's company has been retained to secure sponsorships for signature events on the beach, such as the 4th of July fireworks celebration. Most sponsorship money goes toward offsetting the cost of events.

She added that requests for filming or photography on the beach are coordinated with Economic Development, and both Departments generally strive to make this easier, within the ordinances that limit beach activity. In addition, the beach area is overseen by an individual Foreman, who Assistant Director Rynard described as doing a "phenomenal" job.

Mr. Cannon requested an update on the Air Show. Assistant Director Rynard confirmed that this event is scheduled for 2010, and the Department is working on a contract with the event's promoter. The Police and Fire Departments are also involved in this City-wide event. She added that the Air Show's previous promoter is no longer involved.

5. Fire Station 46 Update – Assistant Director Rynard

Assistant Director Rynard pointed out that this was on the Agenda in case any members of the public wished to speak on the issue. The Department is

receiving the old station as park land in exchange for the use of a section of Mills Pond Park; she asked that the Board consider a motion or resolution in support of this exchange if they are in favor of it.

Chair Hartman stated that he had been one of the "more vocal" Board members in opposition to moving Fire Station 46 onto Mills Pond Park land; he described his biggest concern at that time as having been a loss of designated park land. He now felt, however, that the exchange of the Old Fire Station 46 property, although it is not the same amount of land, mitigates his previous concern. In addition, upgrades at Mills Pond Park would take place to better serve the Parks Department, such as improvement of the maintenance shed. He concluded that with these considerations in mind, he now felt he could support the exchange.

Mr. Weiss asked if the building on the Old Fire Station 46 property will be demolished and the field sodded, and which Department would incur this expense. Assistant Director Rynard indicated that the continued use of the building as a community facility, but she was not aware of a desire to do this, although she noted the neighborhood would be consulted. She believed grant funds may be available to aid in demolition costs, which would come from the General Fund rather than the Parks & Recreation budget.

Mr. Mabson recalled that last year, when he had also opposed the use of park land for the Station, no one had been willing to relinquish the older property in exchange. He asked how the Mills Pond Park land in question was currently being used. Assistant Director Rynard responded that there was a soccer field, which will be shifted to the north so it is not lost, and the concession building would be moved to between the first and second fields in Mills Pond Park. She noted that the portable units used for equipment storage have fallen into disrepair, and the move would allow the maintenance facility to be moved across the street. A new restroom building would be constructed as well.

Mr. Mabson felt the older building could be used as a recreational facility. Assistant Director Rynard suggested that before a final decision was made on use of the property, updates on this possibility could be provided to the Board.

She advised new members that the previous Board had passed a motion in opposition to this plan the previous year.

Motion made by Mr. Mabson, seconded by Vice Chair Fee, that the Board support the proposed plan to allow a new fire station to be constructed on Mills Pond Park land, in exchange for the donation of park space from Old Fire Station 46's previous site.

Mr. Weiss expressed concern about the placement of a new Fire Station at Mills Pond Park, as well as for the parking situation. Assistant Director Rynard clarified that parking has since been added as part of the plan.

In a voice vote, the **motion** carried unanimously.

Mr. Mabson also made a **motion** to look into the feasibility of using the Old Fire Station 46 building for recreational purposes. The **motion**, seconded by Mr. Berry, carried unanimously in a voice vote.

6. Board Comments – Chair Hartman

Chair Hartman reminded the Board that the renaming and dedication of Dr. Elizabeth Hays Civic Park will take place Saturday at 9:00 a.m. Invitations have been emailed to Board members.

He continued that the City will host a public meeting on April 30, 2009, to present a draft of the Central Beach Master Plan. The meeting will take place at the International Swimming Hall of Fame Meeting Room at 6:00 p.m. He referred anyone wishing for more information to www.fortlauderdale.gov.

The Middle River Terrace Park will hold a tree planting on Sunday, April 26, 2009, at 9:00 a.m.

City residents may obtain parking permits for the beaches from Parking & Fleet Services. There is a \$5 fee for this permit, and the carrier is allowed one year of free parking at three separate lots. Chair Hartman noted that this is available online.

He pointed out the many different summer camps available to residents' children, from those with special needs to sports-based camps. Interested members may pick up brochures or research these opportunities online.

News articles were provided discussing the use of shredded tires as the base of the White House playground, as well as the trend toward obesity in small children.

Chair Hartman advised that he had a concern regarding the manner in which Board members approach City Staff for information. He noted that Staff is "extraordinarily busy" at the moment, due to several upcoming spring events and the lack of additional seasonal staff; many Staff members work long hours to meet these responsibilities. While Chair Hartman affirmed that Board members have a right to ask for information regarding Department and City activities, he requested that they consider the importance of their questions with regard to the time it will take Staff to respond. He suggested contacting Assistant Director

Rynard as an alternative source of information for these concerns before bringing them to Staff.

Ms. Markus stated that she had received a request from a member of the Coral Ridge Homeowners' Association regarding George English Park, and noted that the Homeowners' Association would like to work with the Parks & Recreation Department to install sports lighting in this Park. Some of its Association members have formed a subcommittee to this end. Ms. Markus reported that they have informed her they would like to work with Staff to resolve any differences and become fully informed on what the Department wishes to do with regard to this Park. She asked if this could be a future Agenda Item. Chair Hartman agreed that this would be arranged.

Mr. McCormick noted that a sports association in which he is involved has requested a meeting with the Coral Ridge Homeowners' Association more than once, but have not received responses. He expressed concern that while funds have been contracted for use in this Park, they were not brought to the Board's attention; however, City personnel were discussing the use of these funds with the Homeowners' Association. He felt it is appropriate that the Board take part in discussions of this nature.

Assistant Director Rynard clarified that \$150,000 was allocated for lighting in George English Park when the field was built; these are not sufficient funds for a project of that nature, she pointed out. At some point, a decision was made outside the Department to ask the Coral Ridge neighborhood for their input on how these funds might be spent, at which point the Homeowners' Association had several suggestions. Assistant Director Rynard pointed out that many of the recommendations were items the Department would not seriously consider undertaking.

She confirmed that reallocating the \$150,000 cannot take place without the approval of both the City Commission and the School Board; however, the mistaken impression that this was possible was conveyed to the Homeowners' Association. She stated that all the groups involved need to meet in order to discuss the use of these funds.

She suggested that Ms. Markus let the individual who had contacted her regarding the issue know that this discussion will be on the Board's Agenda in May. In addition, she reminded the Board members that the Sunshine Law restricts them for discussing this issue with one another outside of posted meetings.

Chair Hartman provided copies of several periodicals for interested Board members.

Mr. Berry commented that individual lights are needed at Croissant Park's baseball field. He also asked if football and/or soccer fields were being planned for this same park. Assistant Director Rynard advised that new athletic fields are in the CIP budget, although she reminded the Board that this budget is "pretty tough" this year. She added that the Department is working diligently to apply for grants when possible.

Mr. Berry asked if wallet cards identifying members of the Parks, Recreation, & Beaches Advisory Board were renewable. Assistant Director Rynard affirmed that these could be renewed, if so desired.

Vice Chair Fee noted that the entrance from Sunrise Boulevard into Holiday Park, which is shared with an auto dealership, might be changed when the dealership property is re-platted, as a great deal of traffic uses this entrance. He felt the City Commission should be aware of this, and possibly consider separating the entrances.

Mr. Weiss added that many of the signs in Holiday Park are faded and difficult to read, and asked if ongoing maintenance was being performed to correct this. Assistant Director Rynard stated these had been replaced on the Park's multi-purpose fields, and agreed to look into this.

Mr. Angelbello asked if a maintenance shed at Holiday Park is scheduled for renovation or rebuilding. Assistant Director Rynard advised that a plan to build a new maintenance facility has been "in place for years," so the Northeast and Holiday Park maintenance crews may share it; however, as this project was over budget at a recent City Commission meeting, it was not approved. Since that time the project has been re-engineered and brought within budget, and will go before the City Commission again for approval.

Mr. Angelbello asked if the Board might make a recommendation on the approval of this project. Assistant Director Rynard agreed to let them know when bids have been received on the project, at which time it will be scheduled to go before the City Commission once again and a recommendation could be in order if the Board so wished.

Mr. Payne asked if lighting, which was removed from Riverland Park's multi-purpose field, was expected to be reconstructed. Assistant Director Rynard affirmed that the addition of new lighting is part of the CIP request; regarding the basketball courts at the same Park, she was not aware as to whether the lighting needed repair or reinstallation.

Mr. McCormick praised the job the City Rangers have done in policing Holiday Park. He also asked what plans were being made for Lockhart Stadium, as he

felt this site might provide the chance to put in "large fields" for recreation. Assistant Director Rynard agreed to look into this.

He added that he is frustrated with how little he himself knows about the history of the City's parks, such as when they were constructed, the population of the City at that time, the acreage of each park, and other considerations. He felt a booklet could be put together that could provide this information.

Assistant Director Rynard replied that while a great many details regarding the history of the City's parks are not immediately available, a project addressing how parks are named is underway.

Mr. Cannon added that there are various elements of the Parks & Recreation Department that the Board does not often discuss or experience, and proposed inviting members of the Department to report on some of these issues. Regarding information about parks, he asked if information was available such as park usage, revenue, maintenance costs, and other considerations.

Assistant Director Rynard stated that some of these details are available, such as maintenance costs, although they are only kept in a "crude spreadsheet." Regarding park usage and revenues, she added that any information that "goes through the revenue stream" provides exact numbers and can be pulled for reference.

In addition, she noted that Recreation provides a monthly report, which she can bring to Board meetings, listing the number of participants for a particular program and the amount of revenue earned from the program in a given month.

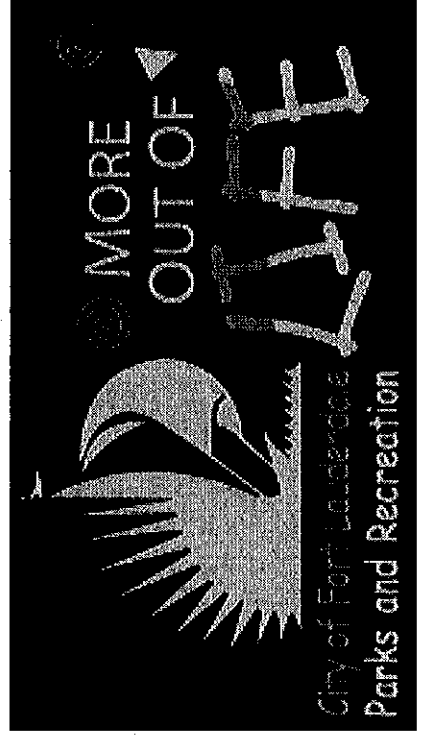
Mr. Mabson agreed that a "visual aid" for members, such as a map of the City's various parks, might be helpful. Assistant Director Rynard agreed that this could be provided.

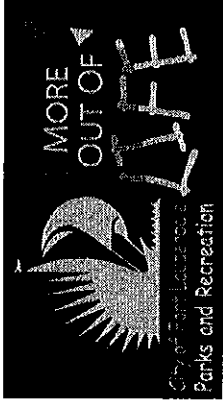
There being no further business to come before the Board at this time, the meeting was adjourned at 8:41 p.m.

[Minutes prepared by K. McGuire, Prototype, Inc.]

City of Fort Lauderdale Parks and Recreation Department

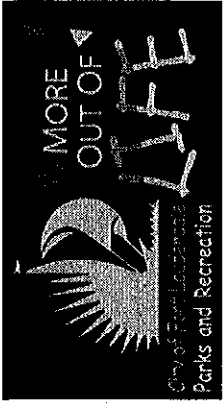
Anti-Bullying Initiative





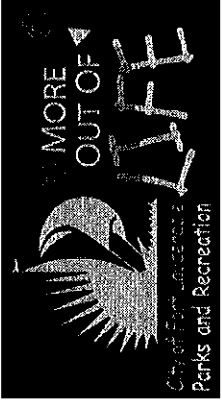
Issue: Bullying

Bullying is a deliberate and repeated pattern of aggressive behavior and involves an imbalance of power by one person or a group towards others which is designed to hurt, injure, embarrass, upset or cause discomfort, through verbal harassment, physical assault or other more subtle methods of coercion and manipulation.



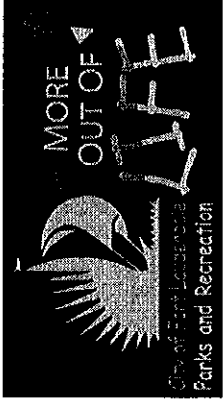
Philosophy

The City of Fort Lauderdale Parks and Recreation Department believes that everyone who delivers or receives services has a fundamental right to feel respected and valued. Our departments aim is that all members of our community will feel safe from bullying and all forms of harassment due to discrimination because of race, gender, sexual orientation, ones looks, disability, culture, or religion.



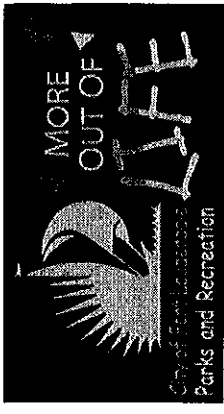
Commitment

The aim of the City of Fort Lauderdale Parks and Recreation Department Anti-Bullying Commitment is to ensure that the following needs are met for everyone:



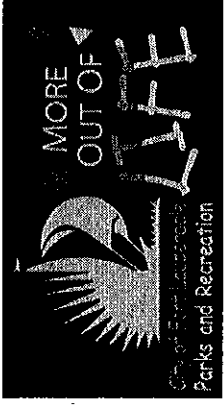
Commitment

- To feel safe from bullying within our parks and recreation programs.
- To feel that efforts are made to prevent bullying and to promote healthy relationships.
- To feel that their concerns are taken seriously and dealt with appropriately.
- To have hope that things can change for the better.



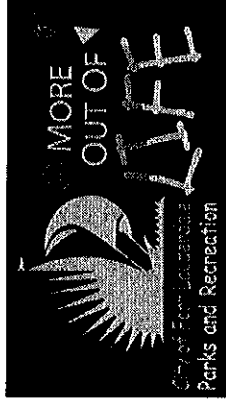
Plan of Action

- **Goal: To develop a Citywide Anti-Bullying Commitment that brings awareness and action.**
- ◆ **Objective: Pass an Anti-Bullying Resolution in April at the Parks and Recreation Advisory Board Meeting as well as the City Commission declaring the week of June 22, 2009 as Anti-Bullying Week in Fort Lauderdale.**



Plan of Action

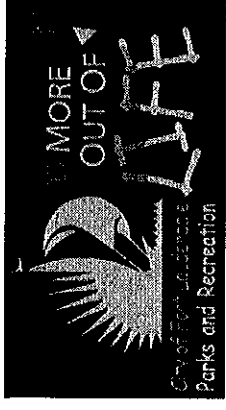
- **Goal: To develop Anti-Bullying Policy and Procedures.**
- ◆ **Objective: Research and Explore current Anti-Bullying Initiatives and develop our own policies and procedures.**



Plan of Action

- **Goal: To bring awareness to all who use our facilities that Bullying Behavior will not be tolerated.**

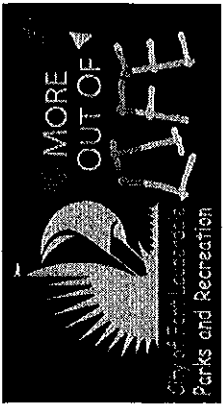
- ◆ **Objective: Install Anti-Bullying Signage in all Recreation Centers.**



Plan of Action

- **Goal: To educate staff and program participants about bullying behavior and action steps that can be taken to address it.**

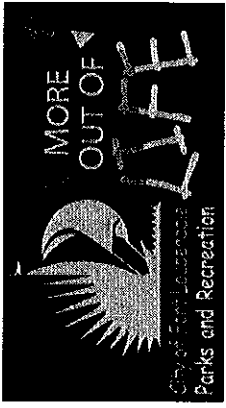
- ◆ **Objective: Staff assisted by Teen Advisory Council Members will educate Summer Camp Staff , and Summer Camp Participants about our Anti-Bullying Initiative.**



Plan of Action

- **Goal: To develop a commitment from our program participants that Bullying Behavior is not acceptable.**

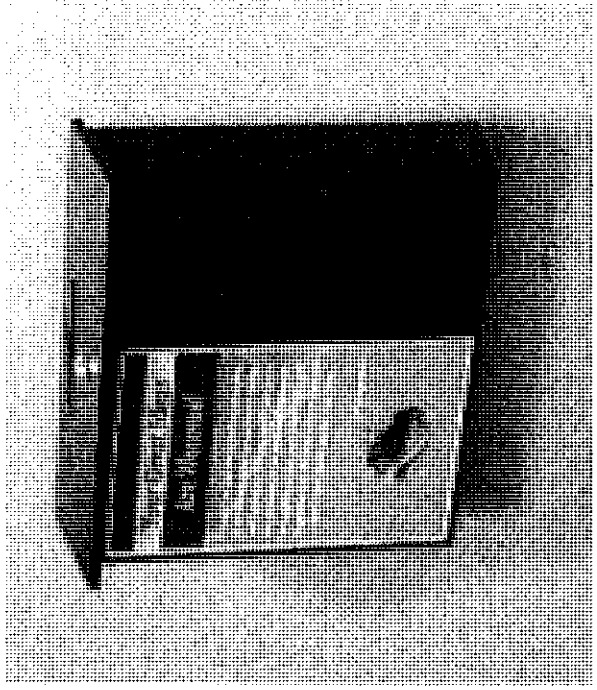
- ◆ **Objective: Develop a Pledge: For all summer campers to sign on a large paper mural on a wall inside a Recreation Center.**

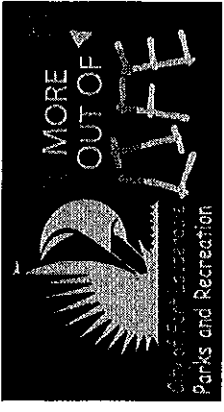


Plan of Action

- **Goal: To develop an Anti-Bullying venue that brings awareness of a problem but does not bring attention to the victim.**

- ◆ **Objective: Install Anti-Bullying Boxes in all Recreation Centers.**

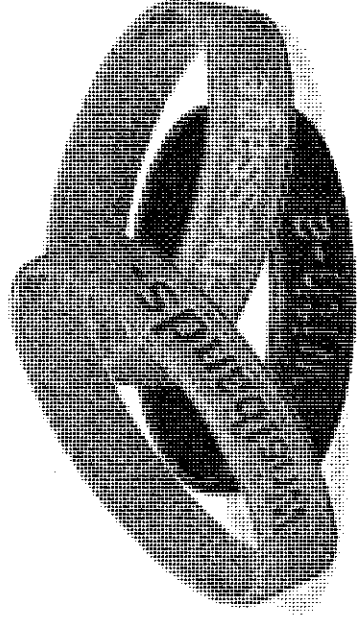


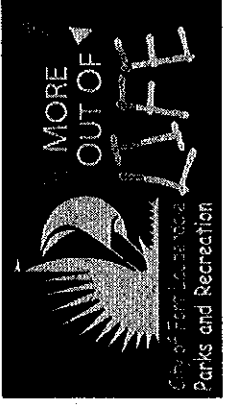


Plan of Action

■ **Goal: To develop a series of Special Events within Anti-Bullying Week that shows the solidarity of all against Bullying Behavior.**

◆ **Objective: Implement an Anti-Bullying Poster Contest, create a Mural in all Recreation Centers, all summer camp participants and staff will wear Anti-Bullying Wristbands, and Blue Shirts on Blue Friday.**





Plan of Action

- **Goal: To monitor the effectiveness of our Anti-Bullying Initiative.**
 - ◆ **Objective: An evaluation process will be implemented to annually review the collection of data about bullying through Summer Camp Surveys, Incident Reports and Bullying Box Records.**