

## 13.120 PARTICIPATION IN ATHLETIC EVENTS

### **References:**

Procedure 19.105, Sick/Injured with Pay and Special Leaves

### **Purpose:**

To establish Department policy governing the participation of Department personnel in athletic events.

To establish a policy concerning sporting events sponsored by commercial enterprises.

### **Definitions:**

A **Department Sponsored Athletic Event** is any event designed to provide structured athletic activities which foster mutual respect and better cooperation between the police and the communities they serve. Department sponsored athletic events must be approved by the Police Chief.

### **Information:**

Department members are provided opportunities to coach, referee, conduct, supervise, and actively participate in Department sponsored athletic events. Department personnel are encouraged to consider their personal physical capabilities prior to participating in an athletic event, both on and off duty. Department members who participate in any athletic event shall conduct themselves appropriately in the interest of good sportsmanship and present a professional image at all times.

### **Procedure:**

- A. Participation in a Department Sponsored Athletic Event:
  - 1. The Police Chief must approve requests for Department members to participate in a Department sponsored athletic event while on duty.
  - 2. When a Department member is injured while participating in a Department sponsored athletic event and the injury requires time off, the event supervisor will complete a Form 91SP, Supervisory Investigation of Employee Injury, as outlined in Procedure 19.105, Sick/Injured with Pay and Special Leaves.
- B. Participation in Personal Athletic Events:
  - 1. Department personnel are not permitted to participate in personal athletic events on city time, i.e. golf outings, baseball games, etc.
  - 2. Members desiring to participate will be encouraged to use their accumulated vacation time or compensatory time, to secure time off.
  - 3. At the discretion of the unit commander, the changing of shift assignment will be encouraged when there is insufficient accumulated time.

4. The granting of time off to participate in athletic events will not be approved by the unit commander if the effective strength of the unit will be jeopardized through lack of personnel.
5. When a Department member is injured while participating in a personal athletic event and requires time off, the member will be carried as "Off-Duty Sick" (the member's accumulated sick time will be used).
  - a. The Form 91SP will not be made when an injury is sustained from any personal recreational or athletic activity.
6. Members of the Department will not engage in sporting or athletic activities, as a participant, manager, coach or other fashion, which are sponsored by commercial agencies if such association could embarrass the Department, or the City.
  - a. Members desiring to engage in athletic activities sponsored by commercial agencies will submit their request on a Form 17 to the Police Chief for approval.