



PARKS & RECREATION
CITY OF EL PASO

City of El Paso
Parks and Recreation Department

NOTICE OF SUSPENSION

Today's Date: January 22, 2026

Sport/Facility/Program: Inline Hockey

Location: Nation Tobin Sports Center

This letter constitutes written notice that Javier Macias has been suspended for one (1) year and is eligible to return on December 14, 2026 for violation of the City of El Paso Parks and Recreation Department's Behavior Management Policy for the following actions:

1. Verbally abuse a City of El Paso employee with intent to cause harm.
2. Verbally abuse a spectator and/or program participant with intent to cause harm.

Appeals of this suspension must be made in writing to the Manager noted below. Appeals must be made within 3 business days of receiving the notice of suspension and should include the following documents:

1. Statement explaining the basis for the appeal.
2. Statements from witnesses.
3. Police Report number (if applicable).
4. Any personal electronic documentation of the incident that is available.

This suspension is effective on this 22nd day of January 2026. The suspension prohibits the person(s) above mentioned from being present at any City of El Paso Parks and Recreation events, facilities, and complexes during suspension including the appeal process.

The suspension also prohibits the person(s) above mentioned from engaging directly any City of El Paso employee(s) and/or officials during suspension, including the appeal process. Violation of this prohibition may result in an extension of the above listed suspension period.



Recreational Services Manager (Signature)

Print Name: Monica Vargas

Office Phone: (915) 212-1719

E-Mail: vargasm@elpasotexas.gov

Vargas, Monica

From: Javier Macias [REDACTED]
Sent: Thursday, January 22, 2026 1:14 PM
To: Vargas, Monica; Gonzales, Mike
Subject: [External] - Notice of Suspension Appeal Request

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Good afternoon,

I would like to appeal the Notice of Suspension received January 22nd.

Please let me know the following steps required.

Best regards

Javier Macias [REDACTED]



PARKS & RECREATION
CITY OF EL PASO

**City of El Paso
Parks & Recreation Department
Code of Conduct**



Recreation programs in this community are made possible by a significant commitment of financial and human resources. The benefits a participant derives from this investment depends very much on the participant's attitude toward the program and the participant's adherence to high standards of behavior.

The Participants Code of Conduct that follows is the Department's specific response to requirements set by the Texas Department of Protective and Regulatory Services. The law requires Parks and Recreation Department officials to define misconduct that could lead to specific disciplinary consequences. This code provides information and directions to participants regarding standards of behavior as well as consequences of misconduct.

Each participant is expected to do the following:

- Demonstrate courtesy even when others do not.
- Behave in a responsible manner, always exercising self discipline.
- Respect the rights and privileges of other participants and City staff.
- Respect the property of others, including City property and facilities.
- Cooperates with or assists the City staff in maintaining safety, order and discipline.

Unacceptable behaviors include the following:

- Being involved in an instance of any form of insubordination.
- Failure to conform to all city rules.
- Use of profanity, vulgar language or obscene gestures.
- Defacing/damaging city property or the property of others.
- Engaging in inappropriate physical or verbal contact and/or gang activity.
- Running, pushing, shoving, littering, throwing objects (which is not part of a supervised activity).
- Producing loud, rude or unnecessary noises.
- Incidents involving drugs, alcohol, weapons.

Persons behaving in unacceptable manners as listed above may face the following discipline options:

- Conference with staff and person involved in misbehavior.
- Conference with staff and Parent/Legal Guardian, when appropriate.
- If a Parent/Legal Guardian refuses to attend the conference concerning a minor or the person remains disruptive, the person may be restricted from the program.
- Suspension from participation in program(s)
- Restitution, when appropriate.
- Notification of outside agencies and/or police when appropriate.
- Acts of misbehavior of a violent nature will result in automatic suspensions.

Name: JAULER E. MADIAZ Signature:  Date: 10/30/25

This Code of Conduct applies to all persons participating in anyway in any Parks and Recreation Programs.

City of El Paso, Parks & Recreation, 801 Texas Ave, El Paso, Texas 79901
(915) 212-0092

Revised 02-3-2023