



Code of Conduct & Harassment Policy

The Chilliwack Pickleball Club is committed to providing a caring, friendly environment for all members so they can play in a relaxed and secure atmosphere.

Definition of Harassment

Harassment means any inappropriate conduct, comment, display, action or gesture by a person that is either based on race, creed, religion, colour, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality or place of origin.

Personal harassment is conduct or comments which are intimidating, threatening, demeaning or abusive and is behaviour which is known or ought reasonably to be known as unwelcome. Harassment has the impact of creating an environment that is hostile, and effects the dignity and limits members in their involvement in The Chilliwack Pickleball Club.

Procedures for Complaints

Complaints should be first attempted to be resolved between the complainant and the respondent/accused. Where the complaint cannot be resolved the complaint should be referred to the Board of Directors of The Chilliwack Pickleball Club.

Filing a Complaint

Members may initiate a complaint verbally, but must follow-up submitting a written complaint which shall include the following information:

1. The identity of the complainant and respondent.
2. A detailed description of the occurrence(s) including the time and date, along with the names of any other persons involved and witnesses.
3. The complainant's signature, date and the name of the person receiving the complaint.

Handling of Complaints

Complaints shall be handled with all possible confidentiality and dispatch. Complaints will be investigated by the President, Vice-President or a representative of the Board. Where it is determined that a violation of the Code of Conduct & Harassment Policy has occurred, disciplinary action may include suspension or expulsion from the Club. In cases of suspension the period will not exceed (6) months.

September 19, 2019