

HINTON PICKLEBALL CLUB POLICY - CODE OF CONDUCT

1. POLICY STATEMENT

Hinton Pickleball Club (HPC) members conduct themselves with respect for all individuals participating in HPC programs, activities, and events.

2. CONTEXT/BACKGROUND

The HPC is committed to ensuring a safe and positive environment within its programs, activities, and events by advising individuals there is an expectation, at all times, of appropriate behavior and of potential consequences for violating the Code of Conduct.

3. APPLICATION

This Code of Conduct applies to all individuals participating in HPC programs, activities, and events. The Code also applies to HPC members outside of its programs, activities, and events when such conduct, including conduct on social media, is detrimental to the image and reputation of the HPC or its members.

4. COMING INTO FORCE

July 1, 2024

5. ROLES/RESPONSIBILITIES

5.1 Individuals

Individuals participating in HPC programs activities and events have a responsibility to:

- a) Maintain and enhance the dignity and self-esteem of HPC members and other individuals by:
 - demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, color, race, citizenship, ethnic origin, creed, disability, family, economic or marital status, gender identity or expression, or sexual orientation,
 - focusing comments or criticism appropriately and avoiding public criticism of athletes, coaches, officials, organizers, volunteers, employees, or members consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct
 - acting, when appropriate, to correct or prevent practices that are unjustly discriminatory
 - consistently treating individuals: fairly and reasonably; and
 - ensuring adherence to the rules of Pickleball and the spirit of those rules
- b) Refrain from:
 - verbally or physically abusing opponents, officials, spectators, sponsors or HPC members
 - harassing, including sexually harassing, opponents, officials, spectators, sponsors or HPC members
 - using profane, insulting, or otherwise offensive language (WEARE ADULTS, WE SWEAR). Swearing in fun is not swearing at members.
 - c) consuming alcohol, tobacco products or recreational drugs while participating in HPC authorized sport activities. Respect the property of others and not willfully cause damage
 - d) Promote the sport of Pickleball in the most constructive and positive manner possible
 - e) Comply, always, with HPC bylaws, policies, procedures, and rules and regulations; and
 - f) Conduct themselves in a manner that reflects the highest standard of behavior arising within the business, activities, events of the HPC.

5.2 Hinton Pickleball Club Board and Committee Members

In addition to the individual responsibilities described in section 5.1 of this policy, HPC Board of Directors (herein referred to as the Board), and Committee Members will have additional responsibilities to:

- a) Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of HPC business and the maintenance of individuals' confidence
- b) Ensure that the financial affairs of the HPC are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
- c) Conduct themselves openly, professionally, lawfully and in good faith in the best interests of the HPC
- d) Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism.
- e) Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others.
- f) Respect the confidentiality appropriate to issues of a sensitive nature.
- g) Ensure that all individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight.
- h) Respect the decisions of the majority and resign if unable to do so.
- i) Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings.
- j) Have knowledge and understanding of HPC governance documents; and
- k) Conform to the bylaws and policies approved by the HPC.

6. IMPLEMENTATION

The HPC Board is responsible for communicating this Code of Conduct policy to those who are governed by this policy.

Individuals participating in HPC programs, activities and events are to familiarize themselves with, and abide by, the Code of Conduct.

7. RESULTS

Individuals confirm they feel respected and safe while participating in HPC activities, programs and events.

All those participating in HPC activities, programs and events are familiar with and abide by their responsibilities under this Code of Conduct.

Appropriate actions are taken to respond to infractions of the Code of Conduct.

8. DISCIPLINARY ACTION

If an incident or event has occurred with an individual member or a group of members, the HPC Executive will gather all applicable evidence to ensure a fair and honest approach to mitigating the situation.

The HPC Board, as a group, will decide on appropriate process and action should this be needed in the following circumstances:

- The member(s) has/have failed to abide by the HPC Code of Conduct
- The member(s) has purposely disrupted meetings or functions in a way that is not appropriate.
- The member(s) has caused harm to any HPC members or the association itself
- The identified member(s) shall be affected by the following disciplinary action:
 - **Action following first infraction:** A verbal warning will be disclosed to the member(s) by the HPC President and one other HPC Board member. A letter outlining the action will be presented to the member(s) and will be signed by the HPC President, the other HPC Board member and the member(s).
 - **Action following second infraction:** The HPC President will forward a letter to the affected member(s) advising of suspension or termination.
 - **Action following third infraction:** The HPC Board will terminate the member(s) membership immediately. This action will be in the form of an immediate verbal communication by the HPC President and supported by documentation given to the member(s) that outlines the reason for the discipline. The HPC Board will keep a copy of the documentation. Any funds contributed to HPC by the terminated member(s) will be forfeited by that member upon notification by the HPC Board of the termination.

If the issue or situation is such that the HPC Board feels that the member(s) committed an excessive unsportsmanlike act toward another HPC member or the Club, the following procedure will be instituted:

- The HPC Board will terminate the member(s) membership immediately. This action will be in the form of an immediate verbal communication by the HPC President and supported by documentation given to the member(s) that outlines the reason for the discipline. The HPC Board will keep a copy of the documentation. Any funds contributed to HPC by the terminated member(s) will be forfeited by that member upon notification by the HPC Board of the termination.

The decision of the HPC Board is final. All copies of the documentation will be filed electronically and manually to ensure precise and accurate reporting in all situations concerning disciplinary action.

After reading I acknowledge my clear understanding of the Rules as per the code of conduct laid out by the executive and the HPC Club.

Member Name: _____

Member Signature: _____

Date: _____