



CODE OF CONDUCT

COC-01

Thunder Bay

Article 1 – Policy Statement

Lakehead Pickleball Club (LPC) is committed to ensuring a positive and safe environment within LPC's programs, activities, and events by advising individuals there is an expectation, at all times, of appropriate behaviour and of potential consequences for violation of the Code of Conduct. As such, all LPC members will conduct themselves with respect for all individuals participating in and on behalf of LPC programs, activities, and events.

Article 2 - Application

This Code of Conduct applies to all individuals (e.g., members, visitors, staff, coaches, and board directors/officers) participating in LPC programs, activities, and events including conduct on social media that is detrimental to the image and reputation of LPC or its members.

Article 3 - Individual responsibilities

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

- a. Respect every person regardless of physical characteristics, athleticism, age, gender, colour, race, citizenship, ethnic origin, disability, ancestry, creed, family, economic or marital status, gender identity or expression, or sexual orientation.
- b. Focus on comments or criticism appropriately and avoid public criticism of athletes, coaches, LPC executives, organizers, volunteers, employees, staff, or members.
- c. Always demonstrate sportsmanship, sports leadership, and ethical conduct.
- d. When appropriate, act and prevent discrimination.
- e. Refrain from verbally and/or physically, and in writing abusing opponents, officials, spectators, coaches, or sponsors.
- f. Refrain from any form of harassment including sexual harassment.

- g. Not using profane, insulting, or otherwise offensive language.
- h. Refrain from using alcohol, tobacco products, or recreational drugs while participating in LPC's activities and events.
- i. Promote the sport of pickleball in the most constructive and positive manner.
- j. Comply, at all times, with LPC's bylaws, policies, procedures, rules and regulations, as adopted and/or amended from time to time.
- k. Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities, or events of LPC.

Article 4 - LPC's directors and committee members' responsibilities

- a. Act with honesty and integrity and conduct themselves in a manner consistent with the nature of the responsibilities of LPC's business and the maintenance of individuals' confidence.
- b. Ensure that LPC's financial affairs 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 LPC's membership.
- d. Be independent and impartial and not be influenced by self-interest, outside pressure, the expectation of reward, or fear of criticism.
- e. Behave fair, equitable, considerate, and honest in all dealings with others.
- f. Respect confidentiality as required and of sensitive nature.
- g. Respect the decisions of the majority and resign if unable to do so.
- h. Commit the time to attend meetings and be diligent in preparation for and participation in discussions.
- i. Have knowledge and understanding of LPC's governance documents.
- j. Conform to the Constitution/By-laws and policies ratified/approved by LPC.

Article 5 - Coaches' responsibilities

- a. Ensure a safe environment by selecting activities and establishing controls that are suitable for the age, experience, ability, and fitness level of the involved athletes.
- b. Provide athletes (and the parents/guardians of minor athletes) with the information necessary to be involved in the decisions that affect the athlete.
- c. Act in the best interest of the athlete's development as a whole person.
- d. Respect other coaches, officials, administrators, and volunteers.
- e. Meet the highest standards of credentials, integrity, and suitability.
- f. Under no circumstances provide, promote, or condone the use of drugs (other than properly prescribed medications) or performance-enhancing substances and, in the case of minors, alcohol and/or tobacco.
- g. Use inoffensive language, considering the audience being addressed; and

- h. Avoid public criticism, including making derogatory or misleading statements of fellow coaches, athletes, officials, and volunteers, especially when speaking to the media.

Article 6 – Complaints and Resolutions

A complaint by anyone against a member, visitor, staff, or board member alleging a failure to follow the LPC's Code of Conduct shall be in writing to the President and indicate the specific charges or alleged violations.

Article 7 – DISCIPLINE

Noncompliance with this policy may result in a verbal warning, written warning, temporary suspension, forfeiture of membership, or any other remedy that the board deems fair and reasonable. Non-members or visitors will be prohibited from returning to the Club.

Oct 3rd, 2022, TN