

Brandon Pickleball Club

Member Code of Conduct

This code of conduct is applicable to all members, their guests and visitors of Brandon Pickleball Club (BPC).

Purpose of this code of conduct is: to create a positive atmosphere for the BPC, to allow all members, their guests and club visitors to fully enjoy the benefits of the BPC events, services, and facilities, while ensuring that other members may be afforded the same benefits without impairment.

Code of Conduct:

1. Members will be honest and show thoughtful interpersonal communication with demonstrated respect for the opinions and the sensitivities of other members.
2. BPC is a volunteer-run club where members pitch in and share in the responsibilities and tasks that are essential to run the club (e.g., setting up for play, cleaning up and storing equipment after play).
3. Members are encouraged to share with the board any recommendations for change to improve the workings of the club.
4. Members will treat all people that volunteer to help run the club with courtesy and respect and will respect the authority and decision-making vested in referees, ratings officials, tournament officials and volunteering members in leadership roles. Differences of opinion related to safety should be voiced immediately; other concerns or suggestions should be shared respectfully with those in the leadership role at an appropriate time.
5. If needed, members will point out to guests and visitors appropriate and expected conduct when participating in club activities.
6. Members will not damage the club's reputation by words, actions, or written communications.
7. Members will not speak, communicate, or infer to speak on behalf of the club, unless specifically authorized by the whole board.
8. Members will respect the rules of the venue or public facilities being used, and will not complain, or give direction to venue staff, change set-ups, adjust thermostats, etc.
9. Members will seek to minimize use of volunteer's time and their efforts.
10. Members will abide by the policies of the club.
11. Members recognize that, failure to abide by this Code may result in disciplinary action by the board. This may range from a simple discussion of the matter at hand, to a warning, to suspension, to revocation of membership.
12. Members will provide written complaints to the board to bring to the board unresolved policy breaches and other issues that have a detrimental effect on their or other members' enjoyment of the club, or on the club itself.
13. Members are expected to create an environment that supports the dignity of, and equity for, all members and is free of discrimination and harassment.
14. When a member of BPC displays non-sportsmanlike behavior towards any member or non-member during any club activities, play or at any venue that includes members and non-members, the offender will be subject to disciplinary action. After the investigation of the incident, the offending individual will be provided with a written statement outlining the infractions and the resulting disciplinary actions, as follows:
 - a. First offense – a written warning from the Board of Directors.
 - b. Second offense – suspension of membership privileges.
 - c. Third offense – termination of membership rights and privileges.

NOTE: No refund of fees (including all BPC related fees) if an individual's membership is revoked due to disciplinary actions.

15. Appeal process: the appeal process exists to ensure that all disciplinary actions taken against club members are equitable. The council to whom a disciplinary decision is appealed will review the previous

decision and rule on its appropriateness given the infraction(s) committed. With the concept of equity in mind, be forewarned that appeal of a disciplinary decision that seems extreme to the club member(s) could result in an even stiffer penalty being levied by the council who hears the appeal. Appeal process is described as follow:

- a. Written notification from club member(s) who wish to appeal to the Board indicating the reason for the appeal, and any circumstances related to the situation that caused the infraction must be submitted within 72 hours after receiving the infraction notification.
- b. Upon receiving appeal request, copies of the member(s)' appeal statement will be distributed to the Board members. Within 5 business days after receiving the appeal notification, an appealing council should be formed by:
 - i. The Board appoints one person to be on the council.
 - ii. The member(s) wish to appeal appoints one person to be on the council.
 - iii. A chairperson appointed by the 2 persons as indicated in 15c. i. and 15c. ii.
- c. A hearing will be scheduled with the appealing council. Copies of the member(s)' appeal statement will be distributed to the council members. The previously issued disciplinary decision may be upheld, rejected or modified, pending outcome of the hearing, by Special Resolution of the appealing council, provided the member(s) have been given notice of, and the opportunity to be heard at, such hearing.
- d. The decision by appealing council is final, and will be documented in written and be filed with the Secretary.

Approved: March 19, 2024