



Code of Conduct and Ethics Policy

Definitions

1. “Individuals” - This policy is applicable to all individuals associated with the Port Perry Community Curling Club (PPCCC) including club members, league representatives, volunteers, managers and administrators, members of the Executive Board, employees, contract personnel and parents of underage members.

Purpose

2. The purpose of this Code of Conduct and Ethics is to ensure a safe and positive environment with the PPCCC’s programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of the PPCCC, at all times.

3. The PPCCC is committed to providing an environment in which all individuals are treated with respect. All individuals are expected to conduct themselves at all times in a manner that includes fairness, integrity, open communication and mutual respect.

Application of this Policy

4. This policy applies to all individuals relating to conduct that may arise during the course of club activities and events, including but not limited to league play, bonspiels, competitions, practises, social activities, travel and meetings.

5. This policy applies to conduct that may occur outside of the club when such conduct is detrimental to the image and reputation of the Port Perry Community Curling Club.

Responsibilities

6. All individuals have a responsibility to abide by the following stipulations through their actions, words, activities and communications, both verbal and written. This refers to actions that may be intentional or not and to activities that one ought reasonably know to be offensive.

a) Maintain and enhance the dignity and self esteem of all club members and other individuals by:

- Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, sexual orientation, age, marital status, religion or disability.
- Focusing comments or criticism appropriately and avoiding public criticism of an individual associated with the Port Perry Community Curling Club
- Consistently demonstrating the spirit of sportsmanship, sports leadership and ethical conduct
- Acting, when appropriate, to prevent or correct practices that are unjustly discriminatory
- Consistently treating individuals fairly and reasonably
- Ensuring the rules of curling and the spirit of such rules are adhered to

b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats or outbursts
- The display of visual material which is offensive
- Unwelcome remarks, jokes, comments, innuendos or taunts
- Leering or other suggestive or obscene gestures
- Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect any and all sporting and working conditions
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance

- Any form of hazing
- Physical assault
- Behaviours such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment
- Retaliation or threats of retaliation against an individual who reports harassment

c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but not limited to:

- Sexist jokes
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome touching, sexual flirtations, advances or propositions
- Persistent unwanted contact
- Sexual assault

d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

e) In the case of adults, avoid consuming alcohol in situations where minors are present, and take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with club events

f) Respect the property of others and not wilfully cause damage

g) Abstain from the use of non-medical drugs or the use of performance-enhancing drugs or methods

h) Comply at all times with the constitution, bylaws, policies, rules and regulations of the Port Perry Community Curling Club

Complaints Procedure

Any member of the club or individual associated with the Port Perry Community Club who feels they have been harassed or discriminated against, is encouraged firstly to make a direct request to the alleged perpetrator to stop the offensive behaviour.

If the offending actions persist, or the individual is not comfortable with approaching the alleged perpetrator, the individual is encouraged to bring the matter to their league representative or to the President of the Port Perry Community Curling Club or to any member of the board.

The matter will be investigated in such a way to maintain the dignity and respect of all individuals involved and to bring the matter to a fair and acceptable resolution.