

# ST. LAMBERT CURLING CLUB

## CODE OF CONDUCT

The purpose of this *Code of Conduct* is to ensure a safe environment conducive to the activities of the St. Lambert Curling Club by making individuals aware that appropriate behaviour is expected at all times. It encourages a pleasant, respectful, and courteous atmosphere at the Club - both on and off the ice.

This *Code of Conduct* applies to all members, employees and guests, including players from rental groups - since respect, courtesy and decorum are the guidelines for their conduct.

This *Code* applies to individuals' conduct within the Club, coaching activities and event including, but not limited to, competitions, tournaments and games. It also applies to a person's conduct outside the Club, when such conduct could adversely affect relationships with other individuals or athletes, or when it could be detrimental to the image and reputation of the Club.

Members should report in writing any violation to the *Code of Conduct* to the Club President or to the Chair of the Conduct Review Committee (CRC). All complaints will be handled in strict confidentiality.

There is generally an expectation that a members' behavior shall conform to the following:

- Treat people respectfully with the goal of fostering an environment free of harassment, intimidation and discrimination, as defined by Curling Canada;
- Protect the Club property by treating it with care for the intended purpose, and never abuse the property or equipment, or use such property or equipment for his or her own personal benefit;
- Model the above-noted behaviour when representing the Club at other clubs or events;
- Conduct himself / herself in an honorable manner both on and off the ice;
- Treat all staff, club members, competitors and guests with the utmost respect.
- Understand that verbal abuse of any teammate, competitor, official, member, volunteer, board member, guest and any other person is absolutely unacceptable and may be grounds for disciplinary action.

More specifically, all individuals have a responsibility to refrain from behavior that constitutes harassment or violence. This is defined as comments, conduct or actions directed towards an individual or group, that can be considered offensive, abusive, racist, sexist, degrading or malicious. This may include but is not limited to the following :

- Written, verbal or physical abuse, threats or outbursts;
- Unwelcome, recurring, condescending, degrading, rude, inappropriate or patronizing actions, behaviour, language, remarks, jokes, comments, innuendos or taunts, as well as the use of physical force;
- Leering or other suggestive or obscene gestures or actions;
- Retaliation or threats of retaliation against an individual who reports harassment;
- The display of material that is offensive or ought to be known as offensive;
- An action that could be interpreted as an attempt to intimidate or demean any opponents, teammates or officials;
- The consumption of alcoholic beverages or other substances in an irresponsible manner.

If a member observes one of the behaviors above, he/she is encouraged to notify a club official for the safety of everyone. According to Bylaw no. 12 of the Club, the Board may suspend or expel, by resolution, any member who violates any provision of the By-laws of the Club, who behaves in a manner contrary to the interests of the Club, who does not respect the general objectives or, where in force, the *Code of Conduct* or who has been found guilty of an indictable offence. Prior to taking such action concerning the member, the Board shall summon such member in writing to appear before a Conduct Review Committee to explain such conduct.