

# INVERMERE PICKLEBALL CLUB

## CODE OF CONDUCT

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### 1. POLICY STATEMENT

Members of the Invermere Pickleball Club (the "Club") (and non-members who participate in the Club's activities and events) will conduct themselves with respect for all individuals who participate in or that assist with the Club's activities and events.

### 2. CONTEXT/BACKGROUND

The Club is committed to ensuring a safe and positive environment within the Club's programs, activities, and events by advising individuals that appropriate behaviour is expected at all times, and that there are potential consequences for violating the Code of Conduct.

### 3. APPLICATION

This Code of Conduct applies to all individuals (members and non-members) who participate in Club programs, activities, and events, and it also applies to Club 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 Club or its members, as well as the greater pickleball player community as a whole.

### 4. ROLES/RESPONSIBILITIES

#### 4.1 Individuals

Individuals (members and non-members) who participate in Club programs, activities, and events have a responsibility to:

- a) maintain and enhance the dignity and self-esteem of Club members and other individuals by:
  - demonstrating respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, 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;
  - adhering to the rules of Pickleball and the spirit of those rules.
  - respecting the property of others and not wilfully causing damage;
  - promoting the sport of Pickleball in the most constructive and positive manner possible;
  - complying with all federal, provincial, and municipal laws;
  - complying with the Club's Bylaws, the Club's Play, Safety and Etiquette Guidelines, and the Club's policies, procedures, and rules and regulations, as adopted and amended from time to time; and
  - conducting themselves in a manner that reflects the highest standard of behaviour arising within the business, activities, or events of the Club.

- b) refrain from:
- verbally or physically abusing opponents, officials, spectators, or sponsors;
  - any form of harassment, including sexual harassment;
  - the use of profane, insulting, or otherwise offensive language;
  - the use of power or authority in an attempt to coerce another person;
  - consuming alcohol, tobacco products, or recreational drugs while participating in Club sport events or activities;
  - using illegal drugs or the use of performance-enhancing drugs or method, and;
  - knowingly associate with any person for the purpose of coaching, training, competition, instruction, administration, management, athletic development, or supervision of the sport, who has incurred an anti-doping rule violation.

#### **4.2 Executive, Directors, and Committee Members.**

In addition to the individual members' responsibilities described in Section 4.1, when serving the Club in the capacity of an Executive, a Director, and/or a Committee Member, those members will have additional responsibilities to:

- a) serve primarily in the capacity of, and in a manner that is appropriate to their appointment;
- b) act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the Club's business;
- c) ensure that the Club's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
- d) conduct themselves openly, professionally, lawfully and in good faith in the best interests of the Club;
- e) be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
- f) behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealings with others;
- g) keep informed about the Club's activities, the provincial and federal sport community, and general trends in the sectors in which they operate;
- h) exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which the Club is governed;
- i) respect the confidentiality appropriate to issues of a sensitive nature (with particular attention to B.C.'s Personal Information Protection Act (PIPA));
- j) ensure that all Individuals are given sufficient opportunity to express opinions, and that all opinions are given due consideration and weight;
- k) respect the decisions of the majority and resign if unable to do so;
- l) commit the time to attend meetings and be diligent in preparing for them, and participate and contribute to discussions at such meetings;
- m) have knowledge and understanding of the Club governance documents, and;
- n) adhere to the Club's Bylaws and policies.