

Uxbridge Pickleball Club – Code of Conduct

Rationale

Uxbridge Pickleball Club (UPC) is committed to providing a sport environment that reflects the Club's core values of respect, fairness, integrity, honesty, transparency and safety. This policy outlines UPC's expectation of conduct from all who have any connection with UPC, including Board members, individuals, coaches, and officials.

Policy Guidelines

- 1. The purposes of this Code of Conduct** (the “code”) is to ensure a safe and positive environment (within UPC's programs, activities, and events) by making individuals aware that there is an expectation, **at all times**, of appropriate behaviour consistent with UPC's core values. UPC supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with equity and respect.
- 2. The Board of UPC** is responsible for communicating this Code of Conduct policy to those who are governed by this policy.
- 3. Roles/Responsibilities**
 - a. Individuals** – individuals participating in UPC programs, activities and events have a responsibility to:
 - i. Maintain and enhance the dignity and self-esteem of UPC members and other individuals by:**
 - 1. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed disability, family status, marital status, gender identity, gender expression, sex and sexual orientation.**
 - 2. Focusing comments or criticism appropriately and avoiding public criticism of players, coaches, officials, organizers, volunteers, employees, or members.**

3. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
 4. Acting when appropriate, to correct or prevent practices that are unjustly discriminatory.
 5. Consistently treating individuals fairly, equitable and reasonably.
- ii.** Refrain from any behaviour that constitutes harassment, where harassment defined as comment or conduct directed towards an individual or group, including:
1. Verbally or physically abusing opponents, officials, or spectators.
 2. Any form of harassment, including sexual harassment.
 3. The use of profane, insulting, or otherwise offensive language; the use of power or authority to coerce another person.
 4. Consuming Alcohol, tobacco products or recreational drugs while participating in UPC authorized sport activities and:
 5. Knowingly associating 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.
- iii.** Abstain from the non-medical use of drugs or the use of performance-enhancing drugs or methods. More specifically, UPC adopts and adheres the Canadian Anti-Doping Program.
- iv.** Abstain from:
1. Wagering or attempting to wager anything of value in connection with an event which one will be or is competing.

2. Offering, soliciting or accepting anything of value intended to influence the outcome of a match.
 3. Using or providing insider (non-public information) to any person who it might reasonably be expected the information could be used for wagering or purposed and
 4. Knowingly helping with, covering up or otherwise being complicit in the activities listed in the three bullets above.
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- v. Respect the property of others and not wilfully causes damage;
 - vi. Promote the sport of Pickleball in the most constructive and positive manner possible;
 - vii. Adhere to all federal, provincial, municipal and host country laws;
 - viii. Comply at all times, with UPC's bylaws, policies, procedures, and rules and regulations as adopted and amended from time to time and;
 - ix. Conduct themselves in a manner that reflects the highest standard of behaviour arising within the business, activities or events of UPC.

b. Board of Directors and Committee Members.

In addition to the individual responsibilities described in section 1 of this policy the UPC Board of Directors (the "Board), and Committee Members will have additional responsibilities to:

- i. Function primarily as a member of the Board and /or committee(s) of UPC; not as a member of any other particular member or constituency;

1. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of UPC business and the maintenance of individuals' confidence.
 2. Ensure that UPC financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities;
 3. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of UPC.
 4. Self-report any ongoing criminal investigation, conviction or existing bail conditions, including those for violence, child pornography possession, use of or sale of any illegal substance.
 5. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism;
 6. Behave with decorum appropriate to both circumstance and position and be fair, equitable, considerate, and honest in all dealing with others;
 7. Keep informed about UPC's activities, Pickleball Ontario and Pickleball Canada, and general trends in the sectors in which they operate;
 8. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to the laws under which Pickleball Ontario is incorporated;
 9. Respect the confidentiality appropriate to issues of a sensitive nature;
 10. Ensure that all individuals are given sufficient opportunity to express opinion, and that all opinions are given due consideration and weight;
 11. Respect the decision of the majority and resign if unable to do.
- ii.** Commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings;
- iii.** Have knowledge and understanding of UPC's governance documents; and

- iv. Conform to the bylaws and policies approved by UPC.

4. Results

- i. All those participating in UPC activities, programs and events familiar with and abide by their responsibilities under this Code of Conduct.
- ii. Appropriate actions are taken to respond to infractions of the Code of Conduct described in UPC's Complaints and Dispute Resolution Policy.

Administration

This policy shall be administered by the Uxbridge Pickleball Club Chairperson or delegate at any UPC related meeting.

Policy Revised on this date: _____

Chairperson _____