



# Code of Conduct

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## 1. PURPOSE OF THE CODE OF CONDUCT

1.01 The purpose of the Code of Conduct is to ensure a safe and positive environment within the programs, business, activities, and events of the Not-For-Profit Corporation, Kingston Pickleball Club (the “**Club**”) by making all Members aware that there is an expectation, at all times, of appropriate behaviour consistent with Club’s core values, mission and policies.

1.02 To that end, the Code of Conduct provides for a standard of conduct expected of all Members, identifies prohibited conduct, and is intended to promote an environment in which all Members can safely participate in the sport of Pickleball and be treated with respect and fairness at all times.

## 2. APPLICATION OF THIS CODE

2.01 The Club Code of Conduct applies to all Members having Membership in the Corporation pursuant to By-law No. 1 and all persons involved in the programs, business, activities and events of the Club including: persons employed by, contracted by, or engaged in activities with the Club, or within its facilities and premises, including, but not limited to: temporary guests of Members, employees, contractors, coaches, instructors, officials, volunteers, judges, managers, administrators, parents or guardians, honorary members, spectators, committee members, or directors and officers. For the purposes of this Code of Conduct, all references to “**Members**” herein, include such additional persons to whom this Code of Conduct applies as set out in this section.

2.02 For clarity, this Code also applies to the use of social media by all Members.

## 3. RESPONSIBILITIES AND EXPECTED STANDARDS OF CONDUCT

3.1. All Members have a responsibility to:

- (a) Abstain from any Prohibited Conduct as set out in this Code of Conduct;
- (b) maintain and enhance the dignity and self-esteem of other Members, the Club and its Directors and volunteers by:
  - i. treating each other with the highest standards of respect and integrity;

- ii. demonstrating respect and courtesy for, and respect the rights, dignity, sensitivities and worth of, 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;
  - iii. focusing comments or criticism appropriately, and using proper channels for grievances and recommendations for changes as a means for constructive alternative to critical or negative comments or criticism of coaches, officials, organizers, volunteers, employees or other Members;. Remember that without volunteers our Club could not exist and avoiding public criticism of other coaches, organizers, volunteers, employees, or other Members;
  - iv. consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;
  - v. consistently treating individuals honestly, fairly, reasonably and with dignity. In doing so, all Members shall exercise self-control in all situations; and
  - vi. ensuring adherence to the Rules of Pickleball and the spirit of those Rules.
- (c) respect the property of others and avoid activities that may reasonably be expected to cause damage to Club facilities or the property of others;
  - (d) wear safe and appropriate clothing, (avoiding profane or offensive images or words) while engaged in the sport of Pickleball
  - (e) promote the sport of Pickleball in the most constructive and positive manner possible;
  - (f) adhere to all applicable federal, provincial and municipal laws; and
  - (g) comply, at all times, with the By-laws, policies, procedures, and rules and regulations of Club, as applicable and as adopted and amended from time to time.

## **PROHIBITED BEHAVIOUR/CONDUCT OF MEMBERS**

4.1 No Member shall engage in the following type of conduct or behaviour:

- (a) verbally or physically abusing, opponents, officials, spectators or sponsors of Club activities tournaments or events including the use of profane, insulting, or otherwise offensive language;
- (b) engaging in any form of harassment, including sexual harassment;
- (c) wilfully causing damage to Club facilities or the property of others
- (d) using power or authority to coerce another person to engage in inappropriate or prohibited activities;

- (e) making representations, promises, commitments or otherwise communicating with any person in matters relating to the business or activities of the Club unless expressly authorized to do so by the Board;
- (f) consuming alcohol (unless served under an authorized event licensed with the Alcohol and Gaming Commission of Ontario), tobacco products, cannabis (subject to protections under applicable human rights legislation), or recreational drugs while participating in the programs, activities, competitions, or Club tournaments or events, or while at Club facilities;
- (g) engaging in deliberate behaviour which is intended to manipulate the outcome of a Club competition or tournament and/or not offer, receive or refrain from offering or receiving any benefit which is intended to manipulate the outcome of a Club competition or tournament. A benefit includes the direct or indirect receipt of money or other anything else of value, including, but not limited to, bribes, gains, gifts, preferential treatment, and other advantage;
- (h) knowingly helping with, covering up or otherwise being complicit in any of the prohibited conduct identified above; and
- (i) refusing to comply with notices or directives from the Board or Officers, regarding non-compliance with the By-laws, policies, procedures, and rules and regulations of Club, as applicable and as adopted and amended from time to time.

**5. ADDITIONAL RESPONSIBILITIES AND EXPECTED STANDARDS OF CONDUCT OF DIRECTORS, OFFICERS, COMMITTEE MEMBERS AND STAFF**

5.1. In addition to Section 3 above, all directors, officers, committee members and staff of the Club have additional responsibilities to:

- (a) function primarily as a director, committee member or staff member of the Club, as the case may be, and in such role ensure to prioritize their loyalty to the Club (and not to any other organization or group) while acting in this role. Certain obligations of directors, such as confidentiality, continue after the end of a director's or committee member's term;
- (b) act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of the business and the maintenance of the confidence of the Membership;
- (c) ensure that 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;
- (e) be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward, or fear of criticism influence their decision-making on behalf of the Club;

- (f) exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws;
- (g) maintain required confidentiality of organizational information;
- (h) commit the time to attend meetings and be diligent in preparation for, and participation in, discussions at such meetings; and
- (i) have a thorough knowledge and understanding of all governance documents, policies, and procedures of the Club.