

NANAIMO PICKLEBALL CLUB CONDUCT AND ETHICS POLICY

1. POLICY STATEMENT

This Policy shall delineate conduct and ethical behaviour expectations for all Nanaimo Pickleball Club members, volunteers and contractors.

2. CONTEXT/BACKGROUND

Nanaimo Pickleball Club is committed to ensuring a safe and positive environment within its programs, activities and events by advising members that there is an expectation of appropriate behaviour and of potential consequences for violating this Conduct and Ethics Policy.

3. APPLICATION

This Policy applies to all members participating in Nanaimo Pickleball Club programs, activities and events. This Policy also applies to Nanaimo Pickleball 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 Nanaimo Pickleball Club or its members.

4. ROLES / RESPONSIBILITIES

4.1. Individual Member Responsibilities

Members participating in Nanaimo Pickleball Club programs, activities and events have a responsibility to:

4.1.1. Create and maintain respectful relationships with all Nanaimo Pickleball Club members and other involved individuals by:

- Demonstrating respect for every person regardless of physical characteristics, athletic ability, age, colour, race, citizenship, ethnic origin, creed, disability, 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.
- Demonstrating the spirit of sportsmanship, sport leadership and ethical conduct.
- Acting to correct or prevent practices that are unjust and discriminatory.
- Treating individuals fairly and reasonably.
- Adhering to the rules of pickleball and the spirit of those rules.

4.1.2. Refrain from:

- Verbally or physically abusing opponents, officials, spectators, or sponsors.
- Using any form of harassment
- Using profane, insulting or other language generally considered to be offensive.
- Using authority to coerce another person.
- Consuming alcohol, tobacco products or recreational drugs while participating in Nanaimo Pickleball Club authorized sport activities.
- 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 and is serving a sanction involving a period of ineligibility imposed pursuant to the Canadian Anti-Doping Program or the World Anti-Doping Code.

- Wagering or attempting to wager anything of value in connection with an event which one is or will be competing in.
- Offering, soliciting, or accepting anything of value that is intended to or may be perceived as trying to cause influence on the outcome of a match or game.
- Using or providing insider (non-public) information to any person where it might reasonably be expected the information could be used for wagering purposes.
- Helping with covering up or otherwise being complicit in any illicit or untoward behaviour.
- Using illegal or performance enhancing drugs.

4.1.3. Respect the property of others and not wilfully cause damage.

4.1.4. Promote the sport of pickleball in the most constructive and positive manner possible.

4.1.5. Adhere to all federal, provincial, municipal and host country laws.

4.1.6. Comply with Nanaimo Pickleball Club's Bylaws, Policies, procedures, rules and regulations, as adopted and amended from time to time.

4.1.7. Conduct themselves in a manner one would expect of others when engaging in the business, activities or events of Nanaimo Pickleball Club.

4.2. Nanaimo Pickleball Club Board of Directors and Committee Members in addition to the member responsibilities described in Section 4.1 of this Policy, Nanaimo Pickleball Club's Board of Directors (the Board) and committee members will have additional responsibilities to:

4.2.1. Function primarily as a member of the Board and/or committee(s) of Nanaimo Pickleball Club, not as a member of any other pickleball association or constituency. A potential conflict of interest circumstance must be brought forward either orally or via Nanaimo Pickleball Club's Conflict of Interest Policy procedures. If the majority of the Board deems a real or perceived conflict of interest exists, the Board member shall be asked to recuse themselves from related discussions and voting.

4.2.2. Act with honesty and integrity and conduct themselves in a manner consistent with the nature and responsibilities of Nanaimo Pickleball Club's business.

4.2.3. Be independent and impartial and not be influenced by self-interest, outside pressure, expectation of reward or fear of criticism.

4.2.4. Ensure that Nanaimo Pickleball Club's financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.

4.2.5. Conduct themselves openly, professionally, lawfully and in good faith in the best interests of Nanaimo Pickleball Club.

4.2.6. Self-report any criminal investigation, conviction, or existing bail condition.

4.2.7. Keep informed about Nanaimo Pickleball Club's activities, the provincial sport community and general trends in the sectors in which they operate.

4.2.8. Exercise the degree of diligence required in the performance of their duties pursuant to the bylaws under which Nanaimo Pickleball Club is operated.

4.2.9. Maintain confidentiality appropriate to issues of a sensitive nature.

4.2.10. Ensure that all individuals are given an opportunity to express opinions and that all opinions are given due consideration and weight.

4.2.11. Respect the decisions of the majority of the Board and resign if unable to do so.

4.2.12. Commit the time to attend meetings and be diligent in preparation for and participation in discussions at such meetings.

4.2.13. Have knowledge and understanding of Nanaimo Pickleball Club governance documents.

4.3.1. Maintain and update their knowledge of the International Rules of Pickleball and all changes.

4.3.2. Work within the boundaries of their position's description while supporting the work of other officials.

4.3.3. Take responsibility for all actions and decisions made while officiating.

4.3.4. Respect the rights, dignity and worth of all individuals.

4.3.5. Not publicly criticize other officials, any club or association or athlete.

4.3.6. Assist with the development of less-experienced referees and minor officials.

4.3.7. Conduct themselves openly, impartially, professionally, lawfully and in good faith in the best interests of Nanaimo Pickleball Club athletes, coaches, other officials and parents.

4.3.8. Be fair, equitable, considerate, independent, honest and impartial in all dealings with others.

4.3.9. Respect the confidentiality required for issues of a sensitive nature, which may include ejections, defaults, forfeits, discipline processes, appeals and specific information or data about individuals.

4.3.10. Honour all assignments unless unable to do so by virtue of illness or personal emergency and in these cases inform the assignor.

5. IMPLEMENTATION

The Board of Nanaimo Pickleball Club is responsible for communicating this Conduct and Ethics Policy to all members.

All members are to familiarize themselves with and abide by this Conduct and Ethics Policy.

6. RESULTS

All those participating in Nanaimo Pickleball Club activities, programs and events are familiar with and abide by their responsibilities under this Conduct and Ethics Policy. Members will feel respected, safe and free from discrimination while participating in Nanaimo Pickleball Club activities, programs and events. Appropriate actions are taken to respond to infractions of this Conduct and Ethics Policy as described in Nanaimo Pickleball

7. COMING INTO FORCE

This policy shall come into force May xx 2023.