

Royal City Curling Club

Code of Conduct

1. Introduction

The Royal City Curling Club (RCCC) is committed to providing a welcoming and inclusive environment for all members, guests, and participants. This Code of Conduct (Code) outlines the expectations and standards of behaviour that contribute to a positive and respectful curling community.

2. Respect, Integrity and Fair Play

- **Respect for Others:** Treat all individuals with respect, dignity, and fairness, regardless of their background, skill level, or role within the RCCC.
- **Honesty:** Conduct yourself with integrity, honesty, and fairness, adhering to the rules and principles of curling.
- **Fair Play:** Compete in the spirit of fair play, respecting opponents and their efforts both on and off the ice. Celebrate victories graciously and accept defeats with dignity.

4. Inclusion and Diversity

- **Inclusive Language:** Use inclusive and respectful language, avoiding discriminatory or offensive remarks based on race, gender, ethnicity, religion, sexual orientation, or other protected characteristics.
- **Diversity:** Embrace diversity and actively contribute to creating an inclusive curling community that welcomes individuals from all backgrounds. Responsibility and Accountability
- **Personal Responsibility:** Take responsibility for your actions and behaviours both on and off the ice.
- **Conflict Resolution:** Address conflicts in a constructive and respectful manner, seeking resolution through open communication and understanding.

5. Safety and Well-being

- **Physical Safety:** Prioritize the safety and well-being of yourself and others. Adhere to safety guidelines and report any hazards promptly.
- **Mental Health:** Be mindful of the mental well-being of fellow members. Encourage an environment that supports mental health and seek help if needed.

6. Cultural Sensitivity and Appropriation

The RCCC recognizes the importance of cultural sensitivity and respect for diverse backgrounds. Cultural appropriation is strictly prohibited, and all members are expected to conduct themselves in a manner that upholds this principle.

Definition of Cultural Appropriation:

- Cultural appropriation is the adoption or use of elements from a culture by members of another culture, especially when the dominant culture appropriates aspects of a marginalized or minority culture without permission or understanding.

Prohibited Actions:

- Members are prohibited from engaging in any form of cultural appropriation, including but not limited to:
 - Using culturally significant symbols, attire, or practices without understanding or respect for their cultural context.
 - Mimicking accents, languages, or cultural behaviours in a manner that perpetuates stereotypes or disrespects the cultural heritage.
- Educational Initiatives:
 - The RCCC encourages educational initiatives to promote cultural awareness and understanding among its members. This may include workshops, seminars, or other activities aimed at fostering an inclusive and culturally sensitive environment.
- Reporting Cultural Sensitivity Concerns:
 - Any concerns related to cultural sensitivity or potential cultural appropriation should be reported through the standard reporting procedures.

7. Prohibited Behaviours

Under this Code, the following behaviours are strictly prohibited and may constitute breaches:

- Physical, Psychological, or Sexual Abuse/Maltreatment
- Discrimination
- Bullying
- Harassment
- Workplace Harassment
- Workplace Violence
- Failing to Report
- Aiding and Abetting
- Retaliation
- Interference with or Manipulation of the Process
- False Report

8. Harassment

Harassment is defined as a comments or conduct against an individual or group, regardless of whether the comment or conduct occurs in person or via any other media, including social media, which is known or ought to reasonably be known to be unwelcome. Types of behaviour that constitute Harassment include, but are not limited to:

- Written or verbal abuse, threats, or outbursts
- Persistent unwelcome remarks, jokes, comments, innuendo, or taunts
- Racial harassment, including slurs, jokes, name-calling, or behavior reinforcing stereotypes
- Leering, suggestive, or obscene gestures
- Condescending or patronizing behaviour undermining self-esteem or performance
- Practical jokes endangering safety or negatively affecting performance
- Hazing, potentially humiliating, degrading, abusive, or dangerous activities expected of a junior-ranking individual
- Unwanted physical contact, such as touching, petting, pinching, or kissing
- Deliberately excluding or socially isolating a person from a group or team
- Persistent sexual flirtations, advances, requests, or invitations
- Physical or sexual assault
- Behaviours creating a negative or hostile environment, even if not directed towards a specific person or group
- Retaliation or threats of retaliation against a person reporting harassment to the Royal City Curling Club

9. Consequences for Code Violations

The consequences for breaching the code of conduct can vary based on the severity and nature of the violation, as well as the policies established by the Royal City Curling Club (RCCC). Generally, consequences for breaching the code may include:

Warning: A verbal or written warning may be issued for minor breaches. This serves as an alert to the individual that their behavior is not in line with the code of conduct.

Suspension: In cases of more serious breaches, the RCCC may impose a temporary suspension from club activities. The duration of the suspension will depend on the circumstances and the club's policies.

Expulsion: For severe or repeated violations, the individual may face expulsion from the Royal City Curling Club. This means they would no longer be allowed to participate in club activities and could lose their membership.

Legal Action: In extreme cases, where the breach involves illegal activities, the club may involve law enforcement.

10. Conclusion

By adhering to this comprehensive Code of Conduct, members contribute to a positive, respectful, and inclusive curling community at the Royal City Curling Club. Let us collectively uphold these principles and create an environment that fosters community and love for the sport.