

CURLING DES COLLINES BEHAVIOUR POLICY

Preamble

Regardless of the position a curler plays on a team, or the level of play, each match results in a winner and a loser making curling an inherently competitive sport. Curling is also an interactive, verbal sport. Curlers are in close contact with each other throughout the game, whether it be for one hour (mixed doubles) or two hours (regular game).

It is a challenge to measure up to one's own moral standards while playing in close contact for 1-2 hours making shots that are immediately assessed in a loud environment. Nevertheless, respectful sportsmanlike behaviour should be demonstrated both on and off the ice, whether winning or losing. Unacceptable behaviour will not be tolerated.

A respectful environment is also essential to ensure the wellbeing of the employees, volunteers, the Board of Directors, (BOD), visiting players, officials, coaches and trainers, visitors, spectators, service providers and all others who interact with Curling des Collines (CdC).

The health and well-being of all associated with CdC are of paramount importance to a public non-profit organization that promotes amateur sport.

Definition of Unacceptable Behaviour

Unacceptable behaviour is defined as any action on the part of a member, employee, volunteer, or other representative of CdC that could be interpreted as an attempt to intimidate or demean any opponent, teammate, or umpire of CdC or any other curling organization or any other member, employee, volunteer, or other representative of CdC. Any abuse of authority, undeclared or inappropriately managed conflicts of interest, improper use of club resources, harassment or criminal activity are also defined as unacceptable behaviour, as well as failing to carry out the responsibilities listed below.

Responsibilities

All members of CdC ***always*** have a responsibility, *whether winning or losing during play and whenever involved in other activities*, to support the dignity and self-esteem of all other individuals by:

- R.1 Respecting individuals (regardless of race, ethnic origin, color, age, sex, religion, sexual identity, gender identity, marital status, family status, disability, genetic characteristics, or pardoned offences) including treating individuals fairly and reasonably.
- R.2 Consistently promoting sportsmanship, sports leadership, and ethical conduct, including focusing feedback on constructive criticism.
- R.3 Adhering to the rules of curling, and to the spirit of such rules, including complying at all times with the bylaws, policies, procedures, rules and regulations of Curling Canada, Curling Québec, and CdC as adopted and amended from time to time.

R.4 Avoiding all disrespectful comments; outbursts of anger (including banging brooms on the ice, slamming doors, tables, or lockers); taunting, demeaning, or ridiculing; swearing; any other conduct contrary to the values of the CdC.

R.5 Avoiding public criticism of players, coaches, officials, organizers, visitors, volunteers, employees, board members, vendors, suppliers, etc.

R.6 Drugs - Abstaining from the non-medical use of drugs or the use of performance enhancing drugs or methods. Being “high” does not excuse inappropriate behaviour.

R.7 Alcohol - Responsibly consuming alcoholic beverages at CdC. Being “drunk” does not excuse inappropriate behaviour. The Quebec Institut de tourisme et d’hôtellerie offers, with the help of Educ’alcool, an Action Service training course for owners and managers of licensed establishments and their staff. Bar staff will endeavour to implement strategies outlined in Goal #3 of the Action Service program: help reduce problems resulting from excessive drinking, including verbal and physical violence, accidents, noise, etc.

R.8 Conflicts of Interest, both actual or apparent - All members, employees, volunteers, and other representatives of CdC will not use physical, financial, electronic and/or virtual resources of CdC for real or perceived personal advancement or gain.

Complaint Resolution

Complaints are best resolved immediately by the offended individual (hereafter referred to as the complainant). Every member of CdC is encouraged to immediately ask anyone behaving inappropriately (hereafter referred to as the offender) to stop the behavior. Complainants who are ignored, dismissed, or demeaned by offenders should immediately seek help from resource persons in their vicinity (League Coordinator, Skip, more senior team member, volunteer, etc.) who will again ask the offender to cease behaving inappropriately and may also ask the offender to apologize to the complainant. If the resource person is also ignored, dismissed, or demeaned, they will ask the complainant to bring the situation to the attention of the BOD.

By the time inappropriate behaviour is reported to the BOD or is directly observed by a member of the BOD, it may have occurred several times and already become a pattern. The BOD will therefore immediately designate a representative who, within 14 days of unacceptable behaviour being observed or brought to their attention, will discuss privately with the individual. The BOD rep will then report back to the BOD who will determine one of two possible outcomes:

C.1 the complaint is unfounded;

C.2 the complaint is legitimate (and will be resolved using the penalties outlined below).

Penalties

Upon deciding that a complaint of inappropriate behavior is founded, the BOD executive will implement the following escalating penalties:

P.1 First Warning – Verbal Reprimand. The offender will be verbally advised by the BOD rep of their unacceptable behaviour and asked to reflect on how their behaviour affected the complainant. The offender will be asked to stop their inappropriate behaviour and may also be asked to verbally apologize to the

complainant. The offender will be given a print-out of this policy and asked if they understand the penalties that will apply if their inappropriate behaviour continues.

P.2 Second Warning – Written Reprimand. A second warning will be issued in writing by the President of the BOD, delivered by hand directly to the offender (by the BOD rep involved). The offender will be asked to immediately cease their behaviour and to reflect on how their behaviour has affected the complainant. A written apology will be required by the offender to the complainant. Again, the offender will be given a print-out of this policy and asked if they understand the penalties that will apply if their inappropriate behaviour continues.

P.3 Membership Suspension. Any offender who commits a third episode of unacceptable behaviour shall be suspended from further play in the league in which the behaviour occurred. The BOD shall determine the duration of the suspension (one game, multiple games, remainder of the season) based on the severity of the behaviour. Registration fees will not be refunded. The suspension will be recorded in a confidential record maintained by the BOD that includes a copy of the decision of the BOD mailed to the offender. The BOD's letter will require the offender to cease their inappropriate behaviour and reflect on how their behaviour has affected the complainant. For the third time the offender will be given a print-out of this policy but will also be informed in writing that their club membership will be terminated for the remainder of the current curling season if their inappropriate behaviour continues. And recognizing that the repeated, sustained nature of the offender's unacceptable behaviour may be beyond the power of apology to repair, the fact that action has been taken (but no details) will be verbally communicated by the BOD on a confidential basis to the complainant in the interests of closure to reassure them of the gravity with which the BOD regards matters of inappropriate behavior.

P.4 Membership Termination. Membership will be terminated for continued unacceptable behaviour. Written notice of termination will be sent by registered mail, signed by all members of the executive of the BOD, and will name a date after which the offender will no longer be permitted on the premises of CdC for the remainder of the current curling season. Registration fees will not be refunded. The reason for the offender's absence will not be disclosed to other players on their current season team(s) for confidentiality and in the hope that it helps the offender rehabilitate their membership status after behavioural issues are permanently corrected.

P.5 Return to Play. Any terminated member who re-registers in any league at CdC for the following curling season will be accepted on a probationary basis. They forfeit their eligibility to register in leagues as a returning player and will be processed as a new registrant (and placed on a waiting list to register in leagues that are full). Zero-tolerance will apply, and their membership will be immediately terminated for any founded inappropriate behavior. Escalating warnings will not apply. No refund will be offered, regardless of when in the season the membership is terminated. After a full year of play with no episodes of unacceptable behaviour brought to the attention of the BOD, membership status will be changed from probationary to regular. These conditions of probationary membership will be communicated to the re-registrant in writing prior to processing the payment of their registration fees in case they find conditions unacceptable and choose to curl elsewhere.

Offender Treatment and Recourse

Any individual whose unacceptable behavior has been brought to the attention of the BOD will be treated with respect and dignity, with all interactions focused on behavioral remediation.

Complainant Treatment and Consideration

Any individual who brings evidence of unacceptable behaviour to the attention of the BOD will be treated with respect and dignity. When the complainant of a founded complaint communicates a reasonable fear of reprisal by the offender, the BOD rep will not identify them to the offender. When the complainant of a founded complaint plays on the same team as the offender and asks to change teams (even willing to play on an alternate day and time in a different league), every effort will be made to reassign them.