

## Rochester Curling Club – Code of Conduct

The purpose of this Code of Conduct is to encourage a safe, pleasant, respectful, and courteous atmosphere at the Rochester Curling Club, both on and off the ice. All members are expected to abide by this code of conduct while at the club and while at any outside events representing the club. This document in many ways simply elaborates on ideas built into the Spirit of Curling. In general, members will observe the Spirit of Curling, and contribute to an environment and culture within the Club reflective of the Spirit of Curling and good sportsmanship.

### Specific Considerations:

- Members will take no action that could be interpreted as an attempt to intimidate or demean any opponents, teammates or officials.
- Abusive language will not be tolerated.
- Any conduct that could result in damage to Rochester Curling Club property, such as broom throwing/slamming, is prohibited.
- Members are expected to know and follow the safety guidelines posted at the club and in the Handbook or Operating Procedures.
- Members are responsible for their guests following all club rules and policies.

### Alcohol Consumption:

- Members are expected to consume alcoholic beverages in a responsible manner. If a member notices anyone who is seemingly intoxicated, the member will notify a club official for the safety of everyone.
- Bartenders are expected to refuse service to anyone who exhibits behavior that would suggest the person is intoxicated.

### Bartending:

According to the New York State Alcoholic Beverage Control Law, it is a criminal offense for any person, including bartenders, to consume alcoholic beverages while on duty in a licensed premises. Bartenders are prohibited from drinking alcohol while serving members. Any reported breaches will be investigated and discussed by the board of directors. If further action is required, such as a reprimand, suspension, or revocation of membership, it will be at the full discretion of the Board of Directors.

### Abusive Behavior:

All members have a responsibility to refrain from behavior which constitutes harassment or violence towards other members, competitors, officials, and guests. This is defined as comments, conduct, or actions directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or

malicious. This may include but is not limited to the following:

- Written, verbal or physical abuse, threats, outbursts or harassment
- The display of material that is offensive or thought to be known as offensive
- Leering or other suggestive or obscene gestures or actions
- Retaliation or threats of retaliation against an individual who reports harassment

Code of Conduct Breaches:

- Any member not behaving in accordance with the terms of the Code of Conduct at a club event may be asked to leave the function and will not be entitled to a refund of any monies paid.
- Any reported breaches will be investigated and discussed by the board of directors. Should the board feel further action is required, such as a reprimand, suspension, or revocation of membership, they will report their findings to a committee of 5 voting members who are neither board members nor officers. Members of this committee will be appointed by the board, with the accused member having the right to reject three of the appointed members, requiring the board to find up to three replacements. The member in question will be able to defend themselves at a meeting of this committee. This committee will have the final say as to what action, if any, is taken.

Special Note Regarding Reporting Abusive Behavior:

Any member who observes abusive behavior or is the victim of abusive behavior, is strongly encouraged to report such behavior. They can report it to the responsible party for the event (Drawmaster or Event Coordinator) or they can tell any board member. If they wish to report anonymously, they can do so by putting a written note in the Treasurer's box. They should include as much detail as possible (who, what, when, etc.) including names of possible witnesses to allow for a thorough investigation by the board.