

Policy Name: BDCC Code of Conduct and Harassment Policy
Version Control: November 2026
Board Approval Date: November 2, 2026

Preamble

1. A Code of Conduct generally defines the appropriate actions and conduct expected of people associated with the organization and its activities.

2. Individuals can and typically will, be subject to the provisions of more than one Code simultaneously.

3. Although other organizations may have their own conduct standards this is the minimum expectation of the Brighton and District Curling Club (BDCC), and the Policy and Code of Conduct that applies to BDCC events.

Purpose

4. The purpose of this Code of Conduct and Harassment Policy is to ensure a safe and positive environment with the BDCC's programs, activities and events, by making all individuals aware that there is an expectation of appropriate behaviour, consistent with the values of the BDCC, at all times.

5. The BDCC is committed to providing an environment in which all individuals are treated with respect. All individuals are expected to conduct themselves at all times in a manner that includes fairness, integrity, open communication and mutual respect.

Application of this Policy

6. This Policy applies to all individuals, including Club members as well as visitors to the Club, relating to conduct that may arise during the course of club activities and events, including but not limited to league play, bonspiels, competitions, practices, social activities and meetings.

Code of Conduct and Harassment Policy

7. All individuals have a responsibility to abide by the following Code of Conduct through their actions, words, activities and communications, both verbal and written. This refers to actions that may be intentional or not and to activities that one ought reasonably know to be offensive.

a) Maintain and enhance the dignity and self esteem of all club members and other individuals by:

- Demonstrating respect to individuals regardless of body type, physical

characteristics, athletic ability, gender, ancestry, colour, ethnic or racial origin, nationality, sexual orientation, age, marital status, religion or disability.

• Focusing comments or criticism appropriately

• Consistently demonstrating the spirit of sportsmanship, curling etiquette, sports leadership and ethical conduct

• Acting, when appropriate, to prevent or correct practices that are unjustly Discriminatory

• Consistently treating individuals fairly and reasonably

• Ensuring the rules of curling and the spirit of such rules are adhered to

b) Refrain from any behaviour that constitutes harassment, where harassment is defined as comment or conduct directed towards an individual or group, which is offensive, abusive, racist, sexist, degrading or malicious. Types of behaviour that constitute harassment include, but are not limited to:

- Written or verbal abuse, threats or outbursts
- The display of visual material which is offensive
- Unwelcome remarks, jokes, comments, innuendos or taunts
- Leering or other suggestive or obscene gestures
- Condescending or patronizing behaviour which is intended to undermine self-esteem, diminish performance or adversely affect any and all sporting and working conditions
- Practical jokes which cause awkwardness or embarrassment, endanger a person's safety or negatively affect performance
- Any form of hazing
- Physical assault
- Any violation of the BDCC Code of Conduct
- Behaviors such as those described above that are not directed towards individuals or groups but have the same effect of creating a negative or hostile environment
- Retaliation or threats of retaliation against an individual who reports Harassment

c) Refrain from any behaviour that constitutes sexual harassment, where sexual harassment is defined as unwelcome sexual comments and sexual advances, requests for sexual favours, or conduct of a sexual nature. Types of behaviour that constitute sexual harassment include, but not limited to:

• Sexist jokes

- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome touching, sexual flirtations, advances or propositions
- Persistent unwanted contact
- Sexual assault

d) Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities

e) Take reasonable steps to manage the responsible consumption of alcoholic beverages in adult-oriented social situations associated with club events

f) Respect the property of others and not willfully cause damage

g) Comply at all times with the objects, bylaw, and policies of the Brighton and District Curling Club, as well as those of Curling Ontario and Curling Canada, where applicable.

Complaints Procedure

8. Any member of the Club or individual associated with the Brighton and District Curling Club who feels they have been harassed, is encouraged to make a direct request to the alleged perpetrator to stop the offensive behaviour.

9. If the offending actions persist, or the individual is not comfortable with approaching the alleged perpetrator, the individual is encouraged to bring the matter to their league convenor, the President of the Brighton and District Curling Club, or to any member of the Board, by completing and submitting the BDCC Harassment and Code of Conduct Complaint Form.

10. If a harassment matter comes to the attention of the Board, and no complaint form has been submitted, the Board may initiate its own inquiry of the matter and may request additional information from any party.

11. The matter will be investigated in such a way to maintain the dignity and respect of all individuals involved and to bring the matter to a fair and acceptable resolution.

Investigative and Discipline Procedure

12. Two members of the Board of Directors will be designated by the President annually to review complaints and conduct investigations. The Board Review Team will advise the subject member of the allegations against them. The Board Review Team may ask for written information from each party to the review, or they may conduct verbal interviews with both parties and/or witnesses, if any.

13. If a complaint is substantiated following review by the assigned Board review team, the subject member of the review will be advised in writing of the results of the review and what, if any, disciplinary sanction may be imposed.

14. In the event the 2-member Board review team is unable to agree on whether a complaint is substantiated, or the sanction to be imposed, the President shall review the record of the Investigation and shall determine whether or not the complaint is substantiated, and if so, what discipline is to be imposed.

15. Discipline sanctions may include a verbal warning, written warning, or temporary or longer-term suspension of the right to engage in curling activities at the BDCC.

16. Investigative and related Disciplinary records will be maintained in a secure folder within the Board's electronic record keeping system, for a period of time prescribed in the disciplinary record.

Request for Reconsideration

17. If the sanction imposed by the Board Review Team includes a long-term suspension of an individual's right to engage in curling activities at the BDCC, the individual may request that the President review the sanction imposed by the Board Review Team. After reviewing the related materials, the President may confirm or modify the sanction imposed by the Board Review Team.