



PebbleCreek Pickleball Code of Conduct

We strive at PebbleCreek to create a pickleball experience where:

beginners and veterans are treated equally,
sportsmanship is more important than wins or losses,
competition is strong but not relentless,
friendships and camaraderie are treasured,
and people are more Important than the game.

All members and guests are expected to display:

a positive attitude,
respectful behavior,
and support to all members of this organization
whether in our community or at an external sporting venue

PEBBLECREEK PICKLEBALL CLUB
Policies and Procedures
FOR INAPPROPRIATE or BULLYING BEHAVIOR

Everyone has a right to feel safe, welcome, and included on the PebbleCreek Pickleball courts.

On the rare occasion when a member's behavior crosses over from respectful to intimidating and bullying, we have outlined the steps that will be taken by the club. Inappropriate or bullying behavior will not be tolerated by our Club. All members are expected to read and understand what is considered inappropriate or bullying behavior. This policy is in addition to the PCHOA Rules Code of Conduct.

Description of Inappropriate or Bullying Behavior

PebbleCreek Pickleball Club takes a no-nonsense approach to all inappropriate or bullying behavior and ALL members will be held accountable for their behavior.

Types of Inappropriate or Bullying Behavior

- **Physical Aggression:** pushing, grabbing, hitting, pinching, spitting, tripping, etc. Also includes destroying property and threatening.
- **Social Alienation:** gossiping, spreading rumors, intentionally excluding from a group.
- **Verbal Aggression:** name Calling, put downs, swearing, screaming, or yelling at a person.
- **Intimidation:** threatening others to do something, threatening with a weapon.
- **Sexual Harassment:** any comments or actions of a sexual nature that are unwelcome and make the recipient uncomfortable. Any words written or spoken, or action taken, that ridicules a person's gender, sexual orientation, or gender identification.
- **Racial/Ethnic/Religious Harassment** - offensive comments, jokes or behaviors that disparage or ridicule a person's race, ethnic, or religious background.
- **Cyber Bullying:** using technology to frighten, embarrass, exclude, or damage another person's reputation. Can include emails, photographs, social media, text messages, etc.

POLICIES AND PROCEDURES

Bullying will not be tolerated at the PebbleCreek Pickleball Club:

If disrespectful and negative behavior is occurring, the following steps will be taken:

- *Please note, depending on the severity of the incident, a formal investigation involving the Board may commence immediately and steps may be skipped possibly resulting in immediate suspension or expulsion from the Club.*

STEPS IN DEALING WITH MEMBERS WHO DISPLAY BULLYING BEHAVIOR:

Step 1: A designated Board officer will meet separately with the member(s) named as displaying the bullying behavior. The Board officer will review the code of conduct with the member. If it is determined the member is in violation of the code, the member will be instructed to stop the behaviors and the officer will determine an appropriate consequence. Officer will **document** the incident and forward the report to the Board. If the initial complaint brought forward is serious or complex in nature, Step 1 may be omitted, at the discretion of the officer, and proceedings will start at Step 2 below.

Step 2: If step one is not successful in resolving the issue or mitigating the problem, the board will start investigation procedures. A minimum of two Board officers and the member will meet in person. The Code of Conduct will be reviewed, and an appropriate consequence will be determined. The member will be notified that a subsequent incident

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will result in a formal meeting with the Board of Directors. The incident will be formally documented and filed with the Board.

Step 3: If the bullying issue is not resolved the Board of Directors and member will have a formal meeting initiated by the Board. Consequences are given and FINAL WARNING is issued. The PCPB Club Board of Directors will notify the PCHOA Board of the action of the member, resident, or guest. The PCHOA may determine to initiate their own investigation as noted in PCHOA Rules section 4. The next step is a meeting with the Board of Directors to determine suspension or removal from the organization. The meeting is **documented** and filed with the Board.

Step 4: Member is suspended or removed from the organization and the suspension or removal process is documented and filed with the Board of Directors and the PCHOA.

- *At any point, the police may become involved due to the severity of the incident.*

IMPORTANT: In the event that a bullying complaint is made and/or an investigation is required for a member of the Pickleball Club, only those involved in the investigation will be advised of the complaint outcome. Parties to the incident will be interviewed individually by the investigator, along with anyone else who can provide relevant information.

- Retaliation against any individual for reporting an incident under this Code is a violation of this policy and will not be tolerated. Any retaliatory action should be reported immediately to the Board of Directors
- Similarly, a false accusation is a serious matter. A person making a false statement may face serious consequences.
- If an incident of high severity occurs, it is up to the Board of as to whether steps can be skipped and/or an individual is removed immediately from the organization. Incidents of high severity would include breaking the law, inflicting physical injury, and others.
- At any point in the process of a complaint, the police may become involved depending on the severity and/or nature of the complaint.

When playing in PebbleCreek all players and guest are expected to respect other players of all abilities, abide by PCPB Club Code of Conduct, PCHOA Code of Conduct and the USA Pickleball Rules and Sportsmanship Guide.