



## CARLETON CURLING CLUB CODE OF CONDUCT

Carleton Curling Club is committed to providing a caring and supportive environment for its employees, members, guests, and volunteers together with outstanding services and quality programming for its patrons in safe, accessible, and welcoming surroundings.

Carleton Curling Club is dedicated to maintaining and enhancing an environment free of harassment, discrimination, and intimidation for employees, members, guests, patrons, and volunteers.

As per Article 10, section 2 of the Carleton Curling Club Constitution and Bylaws, all members are reminded that they are subject to the New Brunswick Curling Association (NBCA) Code of Conduct and Ethics Policy (available at <https://curlingnb.com/wp-content/uploads/2021/11/Code-of-Conduct-Harassment-and-Ethics.pdf/>). This Code of Conduct is intended to promote a harmonious and respectful working, sporting, recreational and leisure environment; to prevent disruptions to service and programs; and to maintain the security of Carleton Curling Club's property, employees, members, patrons, guests, and volunteers.

Every member, volunteer and employee, no matter their role or position, plays an integral part in building an inclusive culture where all feel welcome and empowered regardless of gender, race, ethnicity, sexual orientation, disability, or any other facet of identity. As such, everyone is responsible for adopting and upholding the principles outlined in this Code of Conduct. This Code of Conduct also applies to customers, renters, and guests. Failure to comply with the values outlined can result in termination of the relationship between the customer or renter and our Club.

Employees, members, and volunteers are expected at all times, on and off the ice, to:

1. Treat one another and the public with dignity, respect, and hospitality;
2. Act with honesty, integrity, and professionalism;
3. Avoid conflicts of interest; and
4. Conduct themselves in a manner that reflects positively on our public image, and fully supports our mission and mandate.

All Customers, Renters and Guests of Carleton Curling Club: are asked to cooperate and participate in maintaining a positive environment through treating all individuals with respect and dignity while on the premise or participating in Carleton Curling Club activities.

Threatening, abusive, discriminating, or harassing language or behaviour towards an employee, member, or volunteer of the facility is prohibited and where it may occur is to be reported immediately to a member of the board of directors.

Willful, deliberate, or reckless damage to Carleton Curling Club equipment and property or theft of property will not be tolerated and may result in prosecution.

Members who are in violation of this policy may be subject to the disciplinary measures as set out in Article 8 of the Carleton Curling Club ByLaws, including suspension or permanent expulsion of membership.

*Policy reviewed and approved by the Board of Directors on October 11, 2022.*