

Code of Conduct

Stonewall Sports Raleigh

Stonewall Sports Raleigh is committed to the ideals of diversity and inclusion. We believe that every person has the right to feel safe and comfortable being themselves while engaged in organized athletics. As such, we are committed to providing an experience that affirms the dignity and value of all individuals without regard to age, race, ethnicity, national origin, religious or spiritual beliefs, sexual orientation, gender identity, gender expression, socioeconomic status, physical or mental abilities, size, appearance, or any other basis for exclusion.

That commitment is enshrined in the following policies which comprise Stonewall Sports Raleigh's Code of Conduct. Violation of any of these policies will subject the violating member to potential disciplinary action. Disciplinary action can include verbal warnings, written warnings, suspensions, and, if the violation is repetitive or particularly egregious, expulsion from the league. If expelled, a member will not be refunded any registration fees. The application of specific disciplinary action will be determined by the Board of Stonewall Sports Raleigh based on the facts of each specific situation.

ANTI-HARASSMENT POLICY

Stonewall Sports Raleigh is committed in all areas to providing a sports and social environment that is free from harassment. Harassment is any behavior, motivated by discriminatory animus, that is unwelcome and offensive to the person or persons towards whom it is targeted. Such behavior is expressly forbidden by this policy. All members of the Stonewall Sports Raleigh community are expected and required to abide by this policy. No person will be adversely affected in terms of their association with Stonewall Sports Raleigh as a result of bringing forward complaints of harassment.

Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Sexual harassment of other members of the Stonewall Sports Raleigh community is expressly forbidden. Additionally, the harassment of non-members attending Stonewall Sports Raleigh events including volunteers and spectators is also prohibited.

If any member of the Stonewall Sports Raleigh community feels that he or she has been harassed on the basis of his or her age, sex, race, national origin, ethnic background, or any other personal characteristic, they should immediately report the matter to a member of the Board of Directors of the organization. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate. All complaints of harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.

ANTI-BULLYING POLICY

Stonewall Sports Raleigh considers bullying unacceptable and will not tolerate it under any circumstances. This policy shall apply to all members of the Stonewall Sports Raleigh community. Additionally, the bullying of non-members attending Stonewall Sports Raleigh events including

volunteers and spectators is also prohibited. Any community members found in violation of this policy will be disciplined, up to and including expulsion from the league.

Stonewall Sports Raleigh defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment that harms, intimidates, offends, degrades or humiliates a member, whether verbal, physical or otherwise, at league-sponsored events. The Organization promotes a safe athletic and social culture where all members are able to join in an environment free of bullying behavior.

Stonewall Sports Raleigh encourages all of its members to report any instance of bullying behavior to a member of the Board of Directors of the organization. Any reports of this type will be treated seriously, investigated promptly and impartially, and necessary corrective or disciplinary action will be taken. The Organization will protect any member who reports bullying conduct from retaliation or reprisal.

Stonewall Sports Raleigh considers the following types of behavior to constitute bullying. Please note, this list is not meant to be exhaustive and is only offered by way of example:

- Staring, glaring or other nonverbal demonstrations of hostility
- Exclusion or social isolation
- Personal attacks (angry outbursts, excessive profanity, or name-calling)
- Encouragement of others to turn against the targeted member
- Stalking
- Punching, kicking, slapping or any other unwanted physical contact

As a volunteer organization, Stonewall Sports Raleigh relies on members of the community to volunteer as referees and umpires during games. As such, the board considers bullying of its volunteers to be particularly egregious. Any attempt to intimidate umpires or referees will result in disciplinary action, up to and including expulsion from the league.

SOCIAL MEDIA

Similar to comments made in person, Stonewall Sports Raleigh will not tolerate disrespectful comments and behavior online.

- Derogatory language or remarks that may harm other Stonewall Raleigh participants.
- Creating a serious danger to the safety of another Stonewall Raleigh participant or making a credible threat of serious physical or emotional injury to said participant.
- Posting of Team or Captain GroupMe screenshots that could potentially out or create harm for another Stonewall Raleigh participant.
- Incriminating photos or statements depicting violence, sexual harassment, inappropriate gestures, & stalking towards another Stonewall Raleigh participant.

EXCESSIVE DRUNKENNESS & DRUG USE

As a member of our collective community, no one should be excessively drunk or participate in any illegal drug activities while at league functions, wearing our league shirts, or operating in any capacity where you are seen as a member of the league. Our league strives to provide a safe, inclusive space for all members.

COMPLAINTS & DISCIPLINARY ACTION

Disciplinary Action is defined as warnings or suspensions given to any member who breaks the Code of Conduct. Disciplinary Action can be initiated in several ways.

1. **Player Initiated:** Any member can initiate a complaint against another member of the league by emailing the league commissioner (raleigh.info@stonewallsports.org). The complaint should include the player's name, details of the event, location and any witnesses present.
2. **Board Initiated:** Upon witnessing an incident or by being briefed by someone with firsthand knowledge of the situation, a board member shall notify the league commissioner to start the process. A written complaint should include the player's name, details of the event, location and any witnesses present.

Complaints will be handled in the following manner:

- All parties involved will be notified that a formal complaint has been received. The full complaint will be shared with all parties involved and the locate of directors.
- All members involved in the complaint and any witnesses will be able to submit a statement for the investigating committee to review.
 - The investigating committee includes the following positions: Raleigh Executive Board & the respective Sports Director.
- The investigating committee will review all evidence collected and present their decision to the full board of directors for an up or down vote.
- Once a final decision is made, all parties will be notified via email provided through registration of the decision. Only the player's team captain and the board will have access to the decision.