

Player Code of Conduct

Scope: Registered Players

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The mission of Stonewall Sports Austin is to bring our LGBTQ+ community and allies together to create a fun, inclusive environment through recreational sports and social activities, and work toward positive change for each other and those in need. In furtherance of this mission, the following code of conduct is in effect for all players at all Stonewall Austin games, matches, and events, as well as on social media or when representing the organization in any way outside of official events.

Anti-Discrimination Policy

Stonewall Austin is 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 protected class. Discrimination on the basis of any of these will not be tolerated.

Anti-Harassment Policy

Stonewall Austin 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.

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 Austin community is expressly forbidden. Additionally, the harassment of non-members attending Stonewall Austin events including volunteers and spectators is also prohibited.

Anti-Bullying Policy

Stonewall Austin defines bullying as persistent, malicious, unwelcome, severe, and/or pervasive mistreatment that harms, intimidates, offends, degrades, or humiliates a member, whether verbal, physical, or otherwise, at league-sponsored events. Bullying is unacceptable and will not be tolerated under any circumstances. This includes bullying of non-members attending Stonewall Austin events including volunteers and spectators.

Stonewall Austin considers the following types of behavior to constitute bullying. 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

Sportsmanship Policy

While games may be competitive, ensuring participant safety and providing a comfortable atmosphere is important to Stonewall Austin, both on and off the field. Game atmosphere should try to remain good-natured at all times. Proper sportsmanlike behavior is subjective and should be viewed as how a reasonable person would interpret the behavior in a game situation. However, certain instances are inherently unacceptable, and Stonewall Austin will exercise zero tolerance when handling these situations.

Demeaning or derogatory language must not be used toward the opposing teams, your own team, or league officials, including written communications via email, direct messages, or social media. Discouraging other players from playing other than for medical reasons is not allowed. Acts of physical aggression will not be tolerated.

Players must not do anything that reflects poorly upon the league, including (a) picking arguments over Stonewall Austin activities in our sponsors' venues; (b) picking arguments over Stonewall Austin activities on social media websites; (c) instigating violence of any kind on the field/court or in our sponsors' venues; or (d) disrespecting the facilities in which we play by causing them damage or acting out of line to the facility's employees.

Substance Use Policy

When at Stonewall Austin games, matches, or events, players must abide by the facility's policy on the use of alcohol and/or illicit drugs. Additionally, public intoxication is not allowed at games/matches. Alcohol use is permitted at games, matches and league social events pursuant to all applicable laws and facility policies, but members must behave responsibly when choosing to drink alcohol.

Enforcement

Anyone who has witnessed or been the victim of harassment, bullying, or unsportsmanlike conduct should report it immediately to a member of the Stonewall Austin Board of Directors. If a player does not feel comfortable bringing it to a Director, they may report it to their team captain who must then report it to a Director. All complaints will be taken seriously and be investigated promptly and impartially in as discreet and confidential a manner as is possible under the circumstances. No person will be adversely affected in terms of their association with Stonewall Austin as a result of bringing forward any of these behaviors.

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 Directors and/or the relevant Activity Committee based on the facts of each specific situation.