

2024 CODE OF CONDUCT

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It is the intention of Angel City Derby to achieve a level of behavior which reflects its commitment to civility and appropriate conduct. This requires a commitment from each of its members.

Angel City Derby believes in community-minded thoughtful conflict resolution. The violation of the Code of Conduct may require leadership to seek resolution with members, who are asked to participate in good faith. ACD's goal is to lead with a restorative justice approach. However, some violations of the Code of Conduct may indicate that a member is not a good fit for the community we intend to maintain, and warrant the member's temporary suspension or removal from the league.

All members of Angel City Derby hereby agree to the following Code of Conduct:

- As a Member of this league, you represent ACD and WFTDA. All league members will conduct themselves in a respectful manner at all times, on the track and off.
- We are held to the WFTDA Code of Conduct (<https://resources.wftda.org/membership/wftda-code-of-conduct/>), in addition to our own policies.
- Members of ACD agree to abide by the policies outlined in the handbook.
- Members are asked to actively participate in volunteer opportunities or at least one committee for ongoing league operations unless otherwise determined by membership status
- It is the responsibility of each Member to stay up-to-date on league activities, policies and requirements including but not limited to membership requirements, the most current WFTDA rules set, dues payments, etc.

ACD will not tolerate any form of discrimination based on race, ethnicity, religion, color, national origin, age, disability (physical or mental), sexual orientation, gender identity and expression, parental status, pregnancy status, marital status, political affiliation, military and veteran status, as well as mental health status, socioeconomic status or background, neuro(a)typicality, or physical appearance.

As a Member of ACD you are expected to exhibit outstanding sportspersonship and encourage teammates to do likewise.

- Conduct that contradicts ACD's commitment to sportspersonship and/or teamwork and/or demonstrates disregard for the well-being of the league and/or jeopardizes a safe and comfortable environment and/or the rules of WFTDA will not be tolerated. Such displays include but are not limited to:
 - Malicious gossip about any of the following: individual skaters, teams, the league, ACD volunteers, staff, sponsors, security/venue personnel and other Roller Derby teams and leagues.
 - Personal insults directed at any of the following: individual skaters, teams, the league, ACD volunteers, staff, fans, security/venue personnel and other Roller Derby teams and leagues.
 - Blatant disrespect for any of the following: individual skaters, teams, the league, ACD volunteers, staff, security/venue personnel and other Roller Derby teams and leagues.
 - Any form of violence (physical violence, threats of physical violence and intimidation) towards any of the following: individual skaters, teams, the league, ACD volunteers, staff, security/venue personnel and other Roller Derby teams and leagues.
- Substance use:

- Substance abuse and incapacitation is not permitted if participating in league activities
- Members must not be incapacitated by the influence of alcohol and/or drugs (i.e. out of control, losing consciousness, etc) at any ACD event including but not limited to practices, scrimmages, bouts, after parties, fundraisers, promotional and community service events.
- There is a zero tolerance policy regarding consuming alcohol, narcotics or illegal drugs while on skates at any ACD sponsored event (including practices).
- Members and Volunteers under 21 will not be allowed to possess or consume alcoholic beverages at any ACD sponsored event.
- Public Appearances:
 - All Members are to represent the league in a favorable manner during public appearances, promotional events and ACD sponsored events.
 - Public appearances are all appearances during which the Member can be considered a representative of ACD including but not limited to: practices and scrimmages that are open to the public, media appearances, and all ACD sponsored events.
 - All media related events must be approved by leadership, the PR/Marketing Director or a majority of the league.
- Social Media:
 - Social Media is the primary way that we promote and communicate in the modern age, and often the first thing people will seek when looking for information on the league. As such, all social media content should be well considered.
 - Angel City Derby takes pride in the way we use social networks (e.g. Facebook, Twitter, Tumblr, Instagram), and maintain our presence in a responsible and thoughtful way.
 - Angel City does not intend to police social media, but we do ask that members and affiliates behave in a respectful manner in public spaces like social media. This extends to individual skaters profiles.
 - All Members (including Skaters, Officials, Alumni, Staff), Volunteers, Parents, and Affiliated Agents agree to be responsible for their words and actions while representing Angel City on any media channel and behavior shall conform to the following Social Media Code of Conduct and adhere to the Guidelines for Social Media.
 - By using Internet sites as a public member of Angel City Derby, I agree that I will not post or publish any of the following:
 - Material that infringes the copyright of another person (copyright material not referenced or acknowledged).
 - Unauthorized posting of personal information (names, address, phone number, email etc.) of Angel City members or agents.
 - Material that defames, abuses, bullies, or threatens others.
 - Statements that are bigoted, hateful or racially offensive.
 - Material that advocates illegal activity or discusses illegal activities with the intent to commit them.
 - Hostile and/or insulting interactions with others. There is a difference between voicing a legitimate concern or grievance and simply badmouthing or abusing someone or some service.
 - Any disrespectful or malicious language that attacks members or agents, including support staff, volunteers, officials, mascots, coaches and/or fans of any league will not be tolerated.

CONFIDENTIALITY AGREEMENT

The Member/Skater agrees to the terms of this Agreement:

As a condition of membership the Angel City Derby Girls, Inc. (aka Angel City Derby or ACD) league requires that all new members agree to enter into this Confidentiality Agreement. ACD acknowledges that membership with the league is sufficient consideration for the member to enter into the Agreement.

ACD acknowledges that, in the course of membership to the league, the member will, and may in the future, come into possession of certain confidential information belonging to ACD including but not limited to trade secrets, data, materials, products, technology, computer programs, specifications, manuals, business plans, software, marketing plans, financial information, and other information disclosed or submitted. This confidential information may be embodied in hand written notes by the member, computer disks, tapes, paper, or any other media form.

The member hereby covenants and agrees that they will at no time, during or after the term of membership with ACD, use for their own benefit or the benefit of others, or disclose or divulge to others, any such confidential information.

Upon termination of membership, the member will return to ACD, retaining no copies or notes, all documents relating to ACD's business including, but not limited to, reports, lists, correspondence, information, computer files, computer disks, and all other material and all copies of such material, obtained by the member during membership nor will the member attempt to contact or solicit any clients that the league may have worked with during tenure.

The member recognizes that ACD may be irreparably damaged by breach of this Agreement and that ACD shall be entitled to seek an injunction to prevent such competition or disclosure, and will entitle ACD to other legal remedies, including attorney's fees and costs.

The obligations of Recipient herein shall be effective from the date Owner(s) last discloses any Confidential Information to Recipient pursuant to this Agreement.

If any part of this Agreement is adjudged invalid, illegal or unenforceable, the remaining parts shall not be affected and shall remain in full force and effect.

This instrument, including any attached exhibits and addenda, constitutes the entire Agreement of the parties. No representation or promises have been made except those that are set out in this Agreement. This Agreement may not be modified except in writing signed by all parties.

This agreement shall take effect as a sealed instrument and shall be construed, governed and enforced in accordance with the laws of the State of California, without regards to its conflicts of law provisions.

The descriptive headings used herein are for convenience of reference only and they are not intended to have any effect whatsoever in determining the rights or obligations under this agreement.