



Pickleball Hamilton Association (PHA) members are asked to respect the facilitators, club facilities, equipment and other players. PHA's goal is to promote the growth and development of pickleball. This is best achieved when players embrace the values of good sportsmanship and become ambassadors of the sport. It is essential that all players and spectators' model good behaviour, display respect, show self-control and lead by example.

Every member of the Pickleball Hamilton Association pledges to abide by our **Code of Conduct**:

- Demonstrate respect for every person regardless of physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, creed, disability, family, economic or marital status, gender identity or expression of sexual orientation;
- Focus comments appropriately and avoid public criticism of facilitators, officials, organizers, volunteers, members, or spectators
- Lead by example by consistently demonstrating the spirit of sportsmanship, leadership and ethical conduct
- Not engage in any aggressive behaviour, whether verbal or physical, towards another member, volunteer, official, or spectator. This includes but is not limited to forms of intimidation.
- When appropriate, act to correct or prevent practices that are unjustly discriminatory, bullying, or unsportsmanlike.
- Play, when the situation presents itself, with members of lesser experience without complaint and at their level (including, but not limited to Open play, Friday Night Lights, or session that involves an undefined mixing of levels.)
- Follow the rules of Pickleball and the spirit of those rules.

The Board of the PHA, within the confines of the Code of Conduct, has the following responsibilities to the PHA membership.

- Investigate incidents and concerns brought forward by its members deemed to be in breach of the Code of Conduct
- Allow an appeal process to ensure thorough investigation.
- Take actions towards any member in breach of the Code of Conduct.
- Amend/update/adjust this document as necessary and re-distribute to you, the members to sign again.

Depending upon the seriousness and/or the frequency of the infraction the PHA board may decide on any of the following actions:

- For first time minor infractions, a verbal warning to the offending member stating the concern and reminding them of their obligations as a member. All verbal warnings will be recorded in the member's file. (First Level Warning);
- For a second minor infraction or anything that requires additional attention, a Letter of Intention outlining incident and HPA expectations (Second Level Warning)
- For a third infraction or a serious violation, a Letter of Intention outlining the incident, and a summons to a video call with the board (Third Level Warning)
- At any time after a Second Level Warning the Board may determine if a suspension is warranted
- At any time after a Third Level Warning the Board may consider a suspension or termination of membership without refund, per sections 30.1 and 30.2 of the HPA Constitution.

In the case of a meeting with the board, the member shall be allowed to have one other member present if prior notice has been given to the board. The member shall be given at least one week's notice of the meeting but is not permitted at any PHA sessions or functions until the meeting is complete and a final decision has been made.

The decision of the Board is final.