

Uxbridge Tennis Club

Code of Conduct

Uxbridge Tennis Club (UTC) is committed to providing an environment that reflects the Club's core values of respect, fairness, integrity, honesty, transparency and safety.

UTC strives to preserve a safe and inclusive environment for all its members to use and enjoy the club.

The principles of court etiquette, fair play, good sportsmanship and respect for others are expected from all members of UTC at home or as guests of other tennis clubs. These principles apply to all members, guests, visitors, tennis professionals and parents and include:

- Respect for all UTC property and facilities, including but not limited to courts, nets, teaching equipment, grooming equipment, and the property of others.
- Respect for all members regardless of age, gender or sexual orientation, race, culture or religion.
- Harassment will not be tolerated and is defined as any comment, conduct or gesture directed towards an individual or group of individuals which is insulting, intimidating, humiliating, malicious, degrading or offensive. It includes but is not limited to sexual harassment.
- Behaviour such as yelling, profanity, or racquet throwing are not allowed.

This policy outlines UTC expectation of conduct from all who have any connection with UTC, including Board members, individuals, coaches, and officials.

Policy Guidelines

- 1. The Board of UTC** is responsible for communicating this Code of Conduct policy to those who are governed by this policy.
- 2. UTC members and other individuals participating** in UTC programs, activities and events have a responsibility to maintain and enhance the dignity and self-esteem of UTC members and other individuals by:

- a. Demonstrating respect to individuals regardless of body type, physical characteristics, athletic ability, age, ancestry, colour, race, citizenship, ethnic origin, place of origin, creed disability, family status, marital status, gender identity, gender expression, sex and sexual orientation.
- b. Focusing comments or criticism appropriately and avoiding public criticism of players, coaches, officials, organizers, volunteers, employees, or members.
- c. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct.
- d. Acting when appropriate, to correct or prevent practices that are unjustly discriminatory.
- e. Consistently treating individuals fairly, equitable and reasonably.
- f. Refrain from any behaviour that constitutes harassment, where harassment defined as comment or conduct directed towards an individual or group, including:
 - i. Verbally or physically abusing opponents, officials, or spectators.
 - ii. Any form of harassment, including sexual harassment.
 - iii. The use of profane, insulting, or otherwise offensive language; the use of power or authority to coerce another person.
- g. Adhere to all federal, provincial, municipal laws and the rules and regulations and bylaws of the Ontario Tennis Association and Tennis Canada.

Complaints and Resolutions

Any allegations of improper conduct or behaviour by anyone against a member, visitor, guest, parent or tennis professional shall be made in writing and presented in person or sent via email (admin@uxbridgetennisclub.com) to the President as soon as possible after the incident and shall include the following information:

- Name, phone number, email address of the member making the report.
- Date and time of Incident
- Names of any witnesses and contact information, if available
- Name of alleged offender(s)
- Full details of the incident including what led to the incident, who was involved and what happened
- Date incident report submitted

The UTC Executive shall follow procedures for handling complaints in accordance with the principles of fairness. These procedures may include, but are not limited to:

- An investigation by any or all members of the Executive, or an ad hoc committee of the Executive, and a determination if the matter falls under the jurisdiction of UTC Executive and merits disciplinary action.
- Sending a notice of a disciplinary matter to the member involved requesting that they come before the Executive.
- The member shall have the right to appear at the meeting to show cause why disciplinary action should not be taken.
- Disciplinary action may involve suspension or cancellation of membership and forfeiture of membership fees.
- Where the member involved is a Junior, it is mandatory that the parents/guardian attend the meeting.
- Resolution decisions by the Executive or an ad hoc committee are final.