CHESTER CURLING CLUB

Respectful Environment & Code of Conduct Policy

Effective Date: September 10, 2026
Board Motion Date: September 10, 2026

1. Purpose

The Chester Curling Club is committed to providing a respectful and safe environment where everyone can participate in and enjoy the sport of curling and the activities of the Club.

Every member, guest, visitor, volunteer, employee and participant has the right to be treated with dignity and respect and to participate in an environment free from discrimination, harassment, bullying, intimidation, abuse and other inappropriate behaviour.

Creating this environment is a shared responsibility. Everyone who participates in the Chester Curling Club community is expected to contribute to a welcoming, respectful and safe Club.

2. Background and Rationale

The Chester Curling Club is a community-based, volunteer-supported organization. Our success depends not only on what happens on the ice, but also on how we treat one another.

People participating in Club activities come from different backgrounds, experiences, abilities and perspectives. The Club believes these differences strengthen our community and that everyone should have a fair and meaningful opportunity to participate.

The Club therefore expects behaviour that reflects the principles of respect, inclusion, fairness, accessibility, safety and good sportsmanship.

Discrimination or harassment based on a characteristic protected under applicable human rights legislation, as well as other abusive, threatening, demeaning or seriously disrespectful conduct, is inconsistent with these principles and will not be tolerated.

3. Our Code of Conduct

Members and others participating in Chester Curling Club activities are expected to:

- Treat others with dignity, courtesy and respect.
- Help create an inclusive, equitable, accessible and welcoming environment.
- Demonstrate good sportsmanship both on and off the ice.
- Respect the rights, safety and personal boundaries of others.

- Avoid discriminatory, harassing, bullying, intimidating, threatening or abusive behaviour.
- Avoid abusive, degrading or inappropriate language directed toward another person.
- Respect Club employees, volunteers, members, guests, visitors and participants.
- Follow reasonable Club rules and directions intended to protect the safety and enjoyment of everyone.
- Take reasonable action when they become aware of conduct that may place another person or the Club community at risk.

These expectations apply during games, leagues, bonspiels, practices, meetings, social activities and other Club events, as well as to communications or conduct connected with Club participation.

This policy is intended to be inline with *Nova Scotia Curling Association* and *Curling Canada* policy and the *Universal Code of Conduct to Prevent and Address Maltreatment in Sport* (UCCMS).

4. Obligation to Report Wrongdoing

Maintaining a safe and respectful Club is a shared responsibility.

Members who experience, witness or become aware of serious harassment, discrimination, abuse, threats, intimidation, unsafe behaviour or other significant violations of this policy are expected to report the matter rather than ignore it.

Members are not expected to investigate an incident themselves, determine whether a policy violation has occurred, or personally confront someone when doing so may be uncomfortable or unsafe. The member's responsibility is to bring the concern forward so that it can be addressed appropriately.

Concerns about minor disagreements, misunderstandings or ordinary interpersonal conflict may, when appropriate and safe, be resolved respectfully between the people involved without a formal complaint.

5. How to Report a Concern

A concern may be reported to the Club President or another member of the Board of Directors.

A report may be made verbally or in writing. It should include, where possible:

- what happened;
- when and where it happened;
- who was involved;
- whether anyone witnessed the incident; and

- any other information that may help the Club understand the concern.

If the concern involves the President, it should be reported to another Board member. If a Board member has a personal involvement or conflict of interest concerning a complaint, that person will not participate in decisions about the matter.

Immediate concerns involving someone's safety should be brought promptly to the attention of the person responsible for the facility or activity and, where necessary, the appropriate emergency or law-enforcement authority.

6. What Happens After a Report

The Board of Directors will take concerns seriously and respond in a manner appropriate to the nature and seriousness of the circumstances.

Depending on the situation, this may include:

1. acknowledging and documenting the concern;
2. determining whether immediate steps are required to protect participants;
3. speaking with the person raising the concern and, where appropriate, other people involved;
4. providing the person whose conduct is in question with a fair opportunity to respond;
5. determining whether the matter can be resolved informally or requires a more formal review; and
6. taking reasonable corrective or disciplinary action where appropriate.

Possible responses may range from education, discussion, an apology or behavioural expectations to a warning, restrictions on participation, removal from an activity or the premises, suspension, or other action permitted under Club bylaws and policies.

Serious matters may be referred to an appropriate independent organization or public authority when required or appropriate.

7. Protection from Retaliation

No person will be penalized, threatened, intimidated, harassed or treated unfairly because they made a report in good faith, raised a concern, supported another person in making a report, or participated in the review of a concern.

Retaliation is itself a violation of this policy and should be reported immediately.

This protection applies even when a concern raised in good faith is ultimately not substantiated.

Knowingly making a false or malicious allegation, however, may itself be considered misconduct.

8. Confidentiality

The Club will treat reports and related information as confidential to the greatest extent reasonably possible.

Information will normally be shared only with people who need the information to respond fairly and appropriately to the concern, or where disclosure is required by law, necessary for safety, or required for referral to another appropriate authority.

Everyone involved in a complaint or review is expected to respect the privacy and confidentiality of the people involved.

The Club cannot promise absolute confidentiality because sufficient information may need to be disclosed to investigate or fairly respond to a complaint.

9. Fairness

The Club will make reasonable efforts to ensure that concerns are handled promptly, respectfully, impartially and fairly.

A person whose behaviour is the subject of a complaint will normally be informed of the substance of the concern and provided a reasonable opportunity to respond before a final decision is made, except where immediate interim action is reasonably necessary for safety or protection of participants.

10. Communication and Member Awareness

The Club will make members aware of this policy and its expectations.

Simple signs will be posted in appropriate areas of the Club to remind members, guests and visitors of their shared responsibility for maintaining a respectful environment.

Club signage may include messages such as:

WE ARE HERE TO PARTICIPATE IN AN
EQUITABLE, FUN AND SAFE CURLING EXPERIENCE.

Members, guests and visitors all act together to create this environment.

The Chester Curling Club does not tolerate abusive language or behaviour toward employees, volunteers, participants or other persons on the premises.

Please help us create a respectful environment together.

The signs are intended as visible reminders of the principles contained in this policy. They do not replace the policy or the Club's responsibility to respond appropriately when concerns are raised.

11. Responsibility for the Policy

The Chester Curling Club Board of Directors is responsible for overseeing this policy.

The Board will periodically review the policy and may establish additional procedures where necessary for receiving, reviewing and resolving complaints.

All members share responsibility for supporting its principles.

12. Amendments and Revisions

This policy is subject to amendments or revisions, as needed, to ensure its relevance and alignment with Club values, and operational and financial goals. All amendments must be approved by the Board.