

## **GOPB Team Leagues**

### **Code of Conduct**

The mission of GOPB is to facilitate the growth of pickleball in the greater OKC area for the enjoyment, health and social engagement of all players by offering organized recreational and competitive play, by insuring opportunities for the continued development of all players in a collegial and sportsmanlike environment, and by working to expand facilities as needed.

#### **The Code of Conduct for players and volunteers:**

The code of conduct is a communication tool that informs internal and external parties about what is valued at GOPB. Every person involved in our mission whether participant, officer, volunteer, sponsor or representative of the League agree to the following:

1. To not engage in unsportsmanlike conduct or encourage others to do so.
2. To not engage in any behavior that would endanger the health, safety, or wellbeing of self or others.
3. To not engage in the use of malicious profanity, offensive language or ethnic slurs.
4. To treat others with respect and compassion and abstain from conduct intended to humiliate, threaten or intimidate others.
5. To exhibit fairness and honesty in dealing with situations and others
6. To not use USA Pickleball or GOPB records or materials for personal gain.
9. To act in an ethical manner so that good emerges from the organization.
10. To recuse oneself from deciding any league issue that could develop into a conflict of interest, real or apparent. Without limitation, a conflict of interest exists if any director or committee member, or family member of a director or committee member, is personally involved in a league issue.

#### **Equal Opportunity Organization:**

GOPB prohibits unlawful discrimination, harassment or abuse on the basis of race, color, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, or any other characteristics protected by law. GOPB prohibits bullying and considers bullying a form of discrimination, harassment and abuse.

#### **Sanctions:**

GOPB can take prompt and appropriate remedial action in response to violations of the Code of Conduct. Any stakeholder will be subject to disciplinary actions and sanctions. Once a complaint has been placed, the Coordinator initially analyzes it and may meet privately with the complainant to understand the facts surrounding the issue. Following the fact finding phase, a meeting should be held with the stakeholder -- - alleged of the violation to further ascertain the facts. The decision, if any, should be issued in writing (date and signed by the parties), indicating a summary of the facts, reference to the specific violation.

The sanction may be under the form of a:

- Warning;
- Letter of reprimand;
- Transfer to other tasks;
- Suspension from duties;
- Termination or removal from, duties.