



# CODE OF CONDUCT

## Purpose

Greenwich Field Hockey Club is a community. Our success as an organization relies on this community continuing to be a place where we all can come together to play, make connections, and build for the future. To do this, we need to create spaces that are welcoming, inclusive, and inspiring. The definitions and code of conduct outlined below are meant to provide positive guidance toward meeting these expectations.

This policy affirms that Greenwich Field Hockey Club is committed to providing an environment that is respectful, professional, safe, accepting of cultural differences, and free from inappropriate and abusive behavior. The policy covers the members of the Board, Club members, guests, and others who participate in and engage with our Club.

## Respect and Fairness

Greenwich Field Hockey Club is committed to creating and promoting an environment where all members of the organization treat one another with dignity and respect. All members must understand that discrimination, bullying, or harassment of others on the basis of cultural and role difference (including but not limited to age, disability, education, employment, ethnicity, gender, language, national origin, political beliefs, race, religion, sexual orientation, size, marital or family status, and socio-economic status) is not tolerated. All members will respect the knowledge, insight, experience, and expertise of others, regardless of their team status or length of Club affiliation.

## Bullying Definition

Greenwich Field Hockey Club defines bullying as behavior that is offensive, intimidating, malicious, or insulting, this includes abuse and misuse of power through means intended to undermine, humiliate, denigrate, or injure the recipient. Bullying does not need to be deliberate: a person may be demonstrating bullying behavior that falls within the above definition, without intention. Whether intentional or unintentional, bullying is unacceptable and will not be tolerated. Bullying often results from a misuse of individual power derived from perceived status/position, physical strength, or force of personality. It can also arise from collective power created by the strength of numbers.

## Harassment Definition

Greenwich Field Hockey Club defines harassment as any unwelcome verbal or physical behavior, including sexual advances, when the unwanted conduct has the purpose or effect of either violating another person's dignity or creating an intimidating, hostile, degrading, humiliating, or offensive environment. Harassment does not need to be deliberate; a person can be harassing another person without a specific intent to harm, and/or may be unaware of the impact. In some situations, the harassing conduct is so serious that a single incident may constitute unacceptable behavior. At other times, the conduct may become harassment if it is repeated or sustained.

The following list provides examples of the types of behaviors that would be considered harassment. Note that this list is not by any means exhaustive, but serves as examples only:

- *Unwelcome physical contact or physical interaction:* This may range from unnecessary touching or brushing against another's body, physical assault, coercing sexual intercourse, physical threats, or insulting or abusive behaviors or gestures. This may also encompass invading someone's "personal space" by standing very close to them where this is unnecessary.
- *Unwelcome verbal conduct:* This may include the making of remarks and comments about appearance or abilities, lewd comments, sexual advances, innuendo and banter, the making or repetition of offensive or stereotyped comments, jokes, the making of threats, or the making of demeaning comments.
- *Unwelcome written or visual interaction:* This may include sending unwelcome or bullying emails, notes, or pictures, as well as displaying or sending offensive material on any Club social-media/websites/blogs, etc.
- *Harassment, bullying, and victimization of members, or by members by any methods.*

*Given the degree of current reliance upon electronic means of communication, it should be specifically noted that harassment, bullying, and victimization by members by electronic means is unacceptable.*

## Members' Code of Conduct

This document sets the code of conduct expected of all members of Greenwich Field Hockey Club and is a condition of membership. It applies to all members, irrespective of their length of affiliation with the Club, the role they fulfill, or the jurisdiction in which they live or work.

### ***As a Member of Greenwich Field Hockey Club, I will:***

- Abide by the rules of the Club as set out in the Organizational Code of Conduct;
- Uphold the reputation and good standing of Greenwich Field Hockey Club;
- Act with integrity and respect toward others;
- Act, support, respect, and abide by the appropriate laws and policies in general that apply to personal conduct;
- To the best of my capacity, promptly pay any club fees and keep my information updated;

- Not make any statement on behalf of Greenwich Field Hockey Club or act to represent Greenwich Field Hockey Club in any official capacity through any public medium, including digital social media, unless authorized to do so by Greenwich Field Hockey Club; and
- Conduct all business with the Club Board and members in a professional and respectful manner.

***Violation of the Code of Conduct may result in:***

- Participant(s) responsible for property loss being liable to pay all replacement/repair costs.
- Partial or full restriction of movement at the fields that we play at.
- Expulsion from the events with the participant being sent home at his/her own expense.
- A written report submitted to the USA Field Hockey Ethics Committee for further action.
- Loss of opportunity to participate in future events conducted under the auspices of Greenwich Field Hockey.

***Process:***

- All code violations shall be reported as soon as possible to a member of Greenwich Field Hockey Board.
- Upon notification of a code violation, the President, and appropriate board members may hold a hearing with the participants involved.
- A recommendation by the President or Board that the participant be restricted from future events may be considered and voted upon. Events could include but aren't limited to NEFHA games, and GFHC hosted socials and tours.
- If the individual disagrees with the finding or sanction of the Board and wishes to appeal, he or she may file a written appeal with the Board within 10 days of Greenwich Field Hockey's finding. The appeal should include name of party, contact information, witness name and contact information, date of the incident, and explanation. On appeal, the Board will address the merits of the decisions and not the process that was utilized. A final decision rendered by the Board shall be final and bind on all parties.