

National Tournament & Summit Code of Conduct

Stonewall Sports is dedicated to creating a community of diverse participants via organized sports and activities that take place in inclusive spaces. We are founded on the pillars of respect, holistic wellness, open-mindedness and the appreciation of diverse backgrounds.

Our shared responsibility is to bring our community together, empower individuals, and provide a safe, welcoming, and supportive environment to learn and grow, thus uplifting those who are part of the Stonewall community and beyond.

We believe in uplifting and celebrating all individuals within the LGBTQIA+ community—including lesbian, gay, bisexual, transgender, non-binary, Two-Spirit and queer people, among others—and we welcome friends and allies into these spaces with open arms.

In pursuit of these values, we encourage each of our participating teams to embrace these principles with representation from members of the LGBTQIA+ community. Our Sports Operations team is empowered and encouraged to open a dialogue with teams when they see an opportunity to promote diversity and inclusivity within our spaces.

Our commitment is enshrined in the following policies which comprise our Code of Conduct. Violation of any of these policies will subject the violating player to disciplinary action. Disciplinary action may include verbal warnings, written warnings, suspensions and, if the violation is repetitive or particularly egregious, expulsion from the National Tournament & Summit, including but not limited to sport events, social events, and the educational summit. This policy applies to all members who attend the annual National Tournament & Summit including, but not limited to, players, planning committee members, volunteers, local or national Board members, and spectators. If expelled, a participant will not be refunded any registration fees. The application of specific disciplinary action will be determined by the Stonewall Sports, Inc. Board of Directors based on the facts of each specific situation.

Anti-Harassment Policy

Stonewall Sports, Inc. is committed in all areas to providing a sports and social environment that is free from harassment. We define harassment as any behavior motivated by what a reasonable person would believe to be bad intent which is unwelcome and offensive to the person or persons toward whom it is targeted. Harassment can be written, verbal or physical in nature. Such behavior is expressly forbidden by this policy. All members of the Stonewall Sports, Inc. community are required to abide by this policy. No participant or spectator will be adversely affected in terms of their association with Stonewall Sports, Inc. as a result of bringing forward complaints of harassment.

Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include unwanted

physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks, obscene gestures, intentional misgendering of an individual or misuse of a person's pronouns and displays of pornographic or sexually explicit pictures, drawings or caricatures. Sexual harassment of other members of the Stonewall Sports, Inc. community is expressly forbidden. Additionally, the harassment of non-members attending Stonewall Sports, Inc. events, including volunteers and spectators, is also prohibited.

If any member of the Stonewall Sports, Inc. community feels that they have been harassed on the basis of their age, sex, race, national origin, ethnic background, sexual orientation, gender identity and expression or any other personal characteristic, they should immediately report the matter to a member of the Tournament Planning Committee. Once the matter has been reported, it will be promptly investigated and any necessary corrective action will be taken as appropriate. All complaints of harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.

Anti-Bullying Policy

Stonewall Sports, Inc. considers bullying unacceptable and will not tolerate it under any circumstances. This policy shall apply to all members of the Stonewall Sports, Inc. community. Additionally, the bullying of non-members attending Stonewall Sports, Inc. events, including volunteers and spectators, is also prohibited. Any community members found in violation of this policy will be disciplined, up to and including expulsion from the National Tournament & Summit.

Stonewall Sports, Inc. defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment that harms, intimidates, offends, degrades or humiliates a member, whether verbal, physical or otherwise, at sponsored events. The organization promotes a safe athletic and social culture where all members are able to join in an environment free of bullying behavior.

Stonewall Sports, Inc. encourages all of its members to report any instance of bullying behavior to a member of the Tournament Planning Committee. Reports of this type will be treated seriously, investigated promptly and impartially, and necessary corrective or disciplinary action may be taken. The organization will endeavor to protect any participant who reports bullying conduct from retaliation or reprisal.

Stonewall Sports, Inc. considers the following types of behavior to constitute bullying. Please note, this list is not meant to be exhaustive and is only offered by way of example:

- Exclusion or social isolation;
- Personal attacks (angry outbursts, excessive profanity and name-calling);
- Encouragement of others to turn against a targeted player;
- Stalking;
- Punching, kicking, slapping or any other unwanted physical contact.

As a volunteer-run organization, Stonewall Sports, Inc. relies on members of the community to volunteer as referees and umpires during games. As such, the Board considers harassment and bullying of its volunteers to be particularly egregious. Any attempt to intimidate umpires or

referees will result in disciplinary action, up to and including expulsion from the Tournament & Summit.

Substance and Alcohol Use

Our organization strives to provide a safe, inclusive space for all members. No one should be excessively drunk or participate in any illegal drug activities while at organization or National Tournament & Summit functions, while wearing a Stonewall Sports-branded shirt or operating in any capacity where you are seen as a member of the organization.

Stonewall Sports will not initiate disciplinary action in instances where individuals take precautions or actions in the interest of their own or others' safety. This includes, but may not be limited to: providing no-questions-asked drug testing strips and / or kits to participants during organization or National Tournament & Summit events; and not taking action against individuals who report or who are the subjects of being reported for potential drug use and negative effects that may require medical intervention.

Complaints & Disciplinary Action

"Disciplinary Action" is defined as warnings or suspensions given to any member who breaks the Code of Conduct. National Tournament & Summit complaints will be handled in the following manner:

- All parties involved will be notified that a formal complaint has been received. The complaint will be shared with all parties involved, the Tournament Leadership Team (chairs and directors), the National Board, and the players' local chapter leaders.
- All members involved in the complaint and any witnesses will be able to submit a statement for the investigating committee to review.
 - For complaints that occur Thursday through Sunday of the National Tournament & Summit weekend, the investigation committee includes the SSI National Tournament Director, the Tournament Chair, and members of the risk management team
 - For complaints that are received after the tournament, the investigating committee will include members of the player's local chapter leadership.
- The investigating committee will review all evidence collected and present their recommendations to the Stonewall Sports, Inc. Board of Directors for an up or down vote.
- Once a final decision is made, all parties will be notified. Only that player's team captain and the board will have access to the decision.

Disciplinary Action can be initiated by notifying a member of the tournament team and requesting they complete an incident or conduct report. The tournament team member will ask you to provide information about the parties involved, details of the incident, and any witnesses present. The tournament team member must notify the National Tournament Director and Tournament Chair about the incident and engage them throughout the process.