



National Tournament Code of Conduct

Stonewall Sports, Inc. is committed to the ideals of diversity and inclusion. We believe every person has the right to feel safe and comfortable being themselves while engaged in organized athletics.

As such, we are committed to providing a National Tournament experience that affirms the dignity and value of all individuals within the LGBTQIA+ community. This includes people of all ages, races, ethnicities, sexual orientations, gender identities and expressions, national origins, religious or spiritual beliefs, socioeconomic statuses, physical or mental abilities, sizes, and appearances. We also welcome friends and allies to participate in the National Tournament and celebrate the LGBTQIA+ community with us in affirming spaces.

It is our shared responsibility to provide a safe, welcoming, and supportive environment for our community to grow, and to uplift and empower those in our Stonewall community and beyond.

In pursuit of our values, we encourage all teams participating in the National Tournament to embrace our principles of diversity and inclusion and to welcome diverse members within the LGBTQIA+ community. Our tournament's sports operation team is empowered and encouraged to begin conversations with teams when they see an opportunity to promote diversity and inclusion.

Our commitment is enshrined in the following policies which comprise our Code of Conduct.

This policy applies to all members who attend the annual National Tournament, including, but not limited to: players, planning committee members, volunteers, local or national board members, and spectators.

Stonewall Sports, Inc. is not responsible for conduct violations that occur outside of officially sanctioned tournament events and tournament venues. However, the tournament committee reserves the right to review and address incidents that may directly impact the integrity, safety or reputation of the event, its participants or the organization as a whole. Conduct occurring outside officially sanctioned tournament events and tournament venues or on personal social media pages may be subject to review, if the conduct is found to affect the tournament environment or violate league values.

Violation of any of these policies will subject the violating player to potential 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, including but not limited to sport events and social events. 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, that is unwelcome and offensive to the person or persons toward whom it is targeted, whether in person or online. 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.

We define sexual harassment as any behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of sexual harassment 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 video or sexually explicit pictures, drawings, or caricatures, whether in person or online. Sexual harassment against other members of the Stonewall Sports, Inc. community is expressly forbidden. Additionally, sexual harassment against 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, race, ethnicity, national origin, religious or spiritual beliefs, sexual orientation, gender identity, gender expression, socioeconomic status, physical or mental abilities, size, appearance, or any other basis, 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 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. 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.

Stonewall Sports, Inc. defines bullying as any instance of, malicious, unwelcome, severe, and pervasive mistreatment that harms, intimidates, offends, degrades, or humiliates a member, whether verbal, physical, online, or otherwise, at league-sponsored events or spaces. The organization promotes a safe athletic and social culture where all members can 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 that this list is not meant to be exhaustive:

- Staring, glaring, or other nonverbal demonstrations of hostility;
- Exclusion or social isolation;
- Personal attacks (angry outbursts, excessive profanity, or name-calling) in person or online;
- Encouragement of others to turn against the targeted member;
- Stalking; and
- Punching, kicking, slapping, or any other unwanted physical contact or threats of violence.

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 National Tournament.

Substance and Alcohol Use

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



Stonewall Sports, Inc. 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 events;
- Reporting or self-reporting excessive drunkenness and requesting assistance; and
- Reporting or engaging in illegal drug activities that result in effects that may require medical intervention.

Complaints & Disciplinary Action

“Disciplinary Action” is defined as warnings or suspensions given to any member of Stonewall Sports, Inc. who breaks the Code of Conduct. National Tournament 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 committee (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 are received during the Thursday through Sunday period of the National Tournament weekend, the investigation committee includes the Stonewall Sports, Inc. 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 the investigated 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 committee and requesting that they complete an incident or conduct report. The tournament committee member will ask the reporter to provide information about the parties involved, details of the incident, and any witnesses present. The tournament committee member must notify the National Tournament Director and Tournament Chair about the incident and engage them throughout the process.