



Stonewall Sports, Inc.

Code of Conduct

Adopted: July 2024



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 an experience that affirms the dignity and value of all individuals without regard to 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 for exclusion.

That commitment is enshrined in the following policies, which comprise Stonewall Sports., Inc. Code of Conduct. Violation of any of these policies will subject the violating member to potential disciplinary action. Disciplinary action can include verbal warnings, written warnings, and suspensions. If the violation is repetitive or particularly egregious, league expulsion is possible. If expelled, a member will not be refunded any registration fees. Disciplinary action will be determined by the Board of Stonewall Sports Inc., based on the facts of each specific situation.

Stonewall Sports Inc., Jurisdiction

This Code of Conduct applies to all league-related activities and official Stonewall events, including games, practices, meetings, all Stonewall social media platforms, and any other functions organized or sanctioned by the league not mentioned above. Stonewall Sports, Inc. will not be responsible for conduct violations at events and activities not sponsored by the league, nor for occurrences on personal social media pages.

Note: Stonewall-sanctioned events and activities include games and social events. If there is an incident at a sponsor's location, but it is not an actual SSI-sanctioned event, it is not considered to be under the jurisdiction of Stonewall Sports, Inc. It will not be enforceable under this Code of Conduct.

Anti-Harassment Policy

Stonewall Sport, Inc. is committed to providing a sports and social environment free from harassment in all areas. Harassment is any behavior that is unwelcome and offensive to the person or persons towards whom it is targeted, whether in person or online. This policy expressly forbids such behavior. All Stonewall Sport, Inc. community members are expected and required to abide by this policy. No person will be adversely affected in

terms of their association with Stonewall Sport, 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, and displays of pornographic or sexually explicit pictures, drawings, or caricatures, whether in person or online. Sexual harassment of other community members of the Stonewall Sports City Name is expressly forbidden. Additionally, the harassment of non-members attending Stonewall Sport, Inc. events, including volunteers and spectators, is prohibited.

If any member of the Stonewall Sport, Inc. community feels that they have been harassed based on their age, sex, race, national origin, ethnic background, or any other personal characteristic, they should immediately report the matter to the DEI Director of the chapter. Once the matter has been reported, it will be promptly investigated, and any necessary corrective action will be taken where appropriate. All complaints of harassment will be handled in as discreet and timely a manner as is possible under the circumstances.

Anti-Bullying Policy

Stonewall Sport, Inc. considers bullying unacceptable, and it will not be tolerated. This policy shall apply to all Stonewall Sport, Inc. community members. Additionally, the bullying of non-members attending Stonewall Sport, Inc. events, including volunteers and spectators, is prohibited. Any community members found violating this policy will be disciplined, up to and including expulsion from the league.

Stonewall Sport, 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 Sport, Inc. encourages all its members to report bullying behavior to the DEI Director of the chapter. Any reports of this type will be treated seriously, investigated promptly and impartially, and necessary corrective or disciplinary action will be taken. The organization will protect any member who reports bullying conduct from retaliation or reprisal.

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

- 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;
- Punching, kicking, slapping, or any other unwanted physical contact or threats of violence

As a volunteer organization, Stonewall Sport, Inc. relies on community members to volunteer as umpires, referees, and sports leaders during games. As such, the board considers the bullying of its volunteers particularly egregious. Any attempt to intimidate these volunteers will result in disciplinary action, including possible expulsion from the league.

Substance and Alcohol Use

Our organization strives to provide a safe, inclusive space for all members. Excessive drunkenness or illegal drug activities at any Stonewall functions will not be tolerated. Stonewall Sports will not initiate disciplinary action if individuals take precautions or actions for their own or others' safety. This includes, but may not be limited to:
Reporting/Self-reporting excessive drunkenness and requesting assistance
Reporting/Engaging in illegal drug activities and seeking medical assistance

Reporting and Investigation Procedures*

In the event of a reported conduct violation, Stonewall Sport, Inc. may be tasked with a formal investigation. The process is recommended as follows: Contact the chapter DEI Director and/or Commissioner to:

- Establish the inciting incident
- Convene an existing or new committee of Stonewall members
- Confirm it is in the realm of Stonewall Sports City Name jurisdiction
- Establish a timeline for gathering information, assessment, and documentation
- Inform the board chapter of its results and recommendations for disciplinary actions, if any.
- All parties are notified of recommendations by the Stonewall Sport, Inc. DEI Officer

*Procedures specific to tournaments and national events will supersede the above.

Contact info@stonewallsports.org with any questions.
