

Pittsburgh Curling Club



Policy Name: Code of Conduct

Effective Date: May 5, 2025

Last Reviewed: N/A

Created By: Trevor Mathey

Overview

This Code of Conduct is intended to ensure Pittsburgh Curling Club (PGHCC) activities remain welcoming and inclusive for all. It is not designed to be an exhaustive list of things PGHCC members cannot do. It is meant as a guide so our members are more self-aware of how their words and actions impact others. Where the Spirit of Curling guides an athlete's on-ice conduct regarding gameplay, this Code of Conduct is intended to complement that, with regard to our members' behavior and communication towards others (both on and off the ice). In that spirit, we ask this Code of Conduct be followed and applied.

Application

This policy applies to members and guests of the club, and covers all activities and events organized inside all spaces managed or organized by the PGHCC. This includes, but is not limited to: on-ice activities, warm room broomstacking before and after curling, off-ice social events organized by the club, PGHCC social media posts and chats, PGHCC mailing lists, and other forms of media communication. This Code of Conduct also covers events where members are officially representing the PGHCC. Examples include: regional playdowns and national competitions where teams are organized by PGHCC, any bonspiels where you play "under the flag" of the PGHCC.

Policy

General Policy:

- The Pittsburgh Curling Club is committed to creating an environment free from discrimination, harassment, bullying, hazing, and/or retaliation. Therefore, we will not tolerate harassment or discrimination of any type based on race, religion, sex,

gender, age, national origin, disability, veteran status, genetic information, or any other characteristics of a protected class under federal, state, or local laws.

- Harassment is defined as language or actions that are offensive, unwanted, or unwelcomed to a person or party or perceived to be offensive, unwanted, or unwelcomed by a party as the conduct relates to any of the above mentioned protected classes.
- As a member of the United States Curling Association, the Pittsburgh Curling Club operates under the guidelines as published by USA Curling and the US Center for SafeSport.
- This policy also applies to the fairness of gameplay. It is expected that all on-ice competition be played within the “spirit of curling” as it applies to their sportsmanship, application of the rules of the game, and conduct on and off the ice.

Anti-Harassment Policy

- Harassment can occur in a variety of circumstances including, but not limited to: discrimination, bullying, hazing, hate speech, physical or verbal assault, threats, intimidation, ridicule, mockery, insults or putdowns, or the sharing of offensive media or images.
- It is understood that in the heat of competition petty slights, annoyances, and isolated incidents may happen. Harassment occurs when either the target of one of the above actions, or a witness to one of the above actions feels that the seriousness of a single incident or repeated offenses interferes with normal club proceedings and/or the physical or mental health, safety, and well-being of any club member or guest.
- The Pittsburgh Curling Club has a zero-tolerance for physical violence. Any member or guest who becomes physically violent with or threatens to become physically violent with another member or guest will be immediately removed from the club and asked to leave club property. The member shall not be allowed to return to the club until the board of directors has completed an investigation into the incident. Any member or guest, who after investigation, has been determined to have engaged in an act or threat of violence shall be banned from the Pittsburgh Curling Club premises. If that person is a club member, their membership shall be immediately terminated and that member will be expelled from the club.
- Any member or guest that commits an act of harassment or is reported to have committed an act of harassment will be investigated by the board of directors pursuant to club bylaws. Any member or guest, who after investigation, has been determined to have committed an act of harassment will be disciplined by the

board of directors pursuant to club bylaws with actions up to and including expulsion from club membership.

- The Pittsburgh Curling Club board of directors will report acts of physical violence as well as acts of harassment against minors or threats of acts against minors to the appropriate authorities.
- Any member or guest who at any time is a victim of physical violence or threats, or is a witness to physical violence or threats, should call 911 if they believe the safety of themselves or those around them is at risk.

Anti-Discrimination Policy

- The Pittsburgh Curling Club and the board of directors does not discriminate against anyone for the purposes of employment, membership, contracting, or any other activities of the club on the basis of race, color, sex, gender, religion, national origin, age, disability status, veteran status, or any other traits or classes as protected by federal, state, or local laws.
- Any member or guest who commits an act of discrimination or who is reported to have committed an act of discrimination shall be investigated by the board of directors pursuant to club bylaws. Any member or guest, who after investigation, has been determined to have committed an act of discrimination will be disciplined by the board of directors pursuant to club bylaws with actions up to and including expulsion from club membership.

Anti-Retaliation Policy

- The Pittsburgh Curling Club membership, its guests, and its board of directors shall in no way retaliate against any member or guest for a report of harassment or discrimination, regardless of the outcome of any following investigation.
- Anyone who retaliates against a complainant in any way will be subject to disciplinary action pursuant to club bylaws up to and including expulsion from club membership.

Gameplay Policy

- Curling is a game of skill and tradition, it is expected that curlers play to win, but never to humble or embarrass an opponent. Curlers who break a rule are expected to immediately divulge the breach. Each team should apply the rules of curling in the spirit of the game and good sportsmanship.
- Curlers should never attempt to distract an opponent, intentionally speed up or delay an opponent's pace of play, or do anything that prevents an opponent from playing their best.
- When shots are missed or don't go your way, it is expected that all curlers remain composed, professional, and sportsmanlike. Joking about other team's misses, insulting or belittling your own team or your opponent for missing, or making other comments that are or could be perceived as disrespectful is not permitted.

- It is strictly prohibited to take any action that damages the ice or the property of the Pittsburgh Curling Club, or endangers the health and safety of any curler. This includes but is not limited to: throwing brooms or stabilizers, kicking or pushing curling stones in a manner that could cause injury to yourself or others, etc.

Reporting Policy

- Members or guests who wish to report harassment, discrimination, or unsportsmanlike gameplay may do so to the board of directors and may choose to remain anonymous.
- Members and guests should report harassment or discrimination via the form located on the club website at <https://pittsburghcurlingclub.com/code-of-conduct/>. Members may also make a written or verbal report to any board member via email or face to face.
- Upon receipt of a complaint, the board of directors will conduct a formal investigation pursuant to club bylaws.

Questions

Questions about this policy should be directed to the board of directors.

Resources

[https://pittsburghcurlingclub.com/code-of-conduct/
board@pittsburghcurlingclub.com](https://pittsburghcurlingclub.com/code-of-conduct/board@pittsburghcurlingclub.com)

<https://uscenterforsafesport.org>