

NEW WESTMINSTER TENNIS CLUB



NWTC – Code of Conduct

Purpose: The New Westminster Tennis Club (“NWTC”) is committed to providing an environment for its members, coaches and guests that is welcoming, respectful, and free of all forms of harassment, including bullying, sexual harassment, and discrimination. In keeping with this commitment, abusive or harassing behaviour of any kind (collectively, “Harassment”), whether directed towards other members or Club coaches or guests, will not be tolerated and such conduct may result in disciplinary proceedings being taken against a member for conduct unbecoming as set out in the Club by-laws.

“Harassment” means any inappropriate verbal and/or physical conduct by a Club member, coach or guest towards another Club member, coach, or guest, which the Club member knows or should know would cause the other Club member, coach, or guest to be humiliated, intimidated, or degraded. Generally, it means engaging in conduct that is known or reasonably known to be offensive.

Examples of harassment include verbal aggression or insults, calling someone derogatory names, harmful hazing, or initiation practices, vandalizing personal belongings, spreading malicious rumours, or engaging in certain discriminatory conduct.

Harassment includes sexual harassment. Sexual harassment means unwanted and unwelcomed conduct of a sexual nature, either verbal or physical, that interferes with a Club member, coach, or guest’s use of the Club. It can include sexual advances, sexually-oriented remarks and behaviour or repeated and unwelcomed sexual suggestions or comments.

Examples of sexual harassment are offensive, degrading, or derogatory remarks, sexually implied jokes, or comments, touching, rubbing or brushing up against another person, unwelcomed invitations or propositions, impeding or blocking the movement of another person, distributing obscene pictures or cartoons, making insults about a person's gender, and asking for sexual favors.

Finally, harassment includes any retaliation against another Club member, coach, or guest in response to a complaint made by a Club member, coach, or guest.

Discriminatory conduct includes treating another Club member, coach, or guest differentially because of their race, colour, place of origin, religion, familial status, disability, sex, sexual orientation, gender identity or expression, or age. We note that there are certain exceptions for Club events – for example competitions with gender or age restrictions.

Any Club member, coach, or guest may make a complaint about the behaviour of another Club member, coach, or guest. A complaint is made by sending a detailed, written submission to the President and/or Secretary of the NWTC Board. Upon receipt, the complaint will be reviewed and dealt with by the board in accordance with the by-laws and may lead to disciplinary action being taken against the member, coach, or guest up to and including expulsion from Club membership, suspension of coaching privileges, or banning a guest from further entry to the Club.