

REGINA LAWN BOWLING CLUB
CODE OF CONDUCT

PURPOSE

The Regina Lawn Bowling Club (RLBC) is committed to providing a safe, respectful, inclusive, and welcoming environment for all members, participants, volunteers, employees, and guests.

This Code of Conduct outlines the standards of behaviour expected of everyone participating in RLBC activities, events, leagues, tournaments, programs, and functions.

DEFINITIONS

Abuse

Any form of physical, emotional, verbal, sexual, financial, or psychological mistreatment of another person. Abuse includes bullying, harassment, intimidation, neglect, grooming, or any conduct that causes harm or creates an unsafe environment.

Bullying

Repeated or serious behaviour intended to intimidate, humiliate, belittle, threaten, or harm another person. Bullying may be verbal, physical, social, written, or electronic.

Discrimination

Treating a person unfairly or differently based on characteristics protected by law, including race, ethnicity, nationality, religion, age, sex, gender identity or expression, sexual orientation, marital status, family status, or disability.

Grooming

Behaviour intended to establish trust or an inappropriate relationship with a child or vulnerable person for the purpose of exploitation, abuse, or misconduct.

Harassment

Unwelcome behaviour, comments, actions, or communications that a reasonable person would find offensive, intimidating, humiliating, threatening, or harmful.

Member

Any individual holding membership with the Regina Lawn Bowling Club.

Participant

Any person taking part in an RLBC activity, event, league, tournament, program, or function, whether as a member, guest, volunteer, employee, or spectator.

EXPECTED CONDUCT

All members and participants are expected to:

- Treat others with courtesy, dignity, and respect.
- Demonstrate good sportsmanship and fair play.
- Respect club property and facilities.
- Follow club policies, rules, and directions.
- Contribute to a positive, safe, and welcoming environment.
- Conduct themselves in a manner that reflects positively on the Regina Lawn Bowling Club.

PROHIBITED CONDUCT

The following behaviours are prohibited:

- Physical, emotional, verbal, sexual, financial, or psychological abuse.
- Bullying, harassment or intimidation.
- Discrimination of any kind.

- Grooming or exploitation of a child or vulnerable person.
- Violence, threats, or aggressive behaviour.
- Sexual harassment or sexual misconduct.
- Unwanted physical contact.
- Hazing, humiliation, or deliberate exclusion of others.
- Deliberate damage to club property.
- Conduct that creates an unsafe, hostile, offensive, or unwelcoming environment.
- Retaliation against any person who raises a concern or complaint in good faith.
- Continuous, unremorseful, bad behavior.
- Other conduct that the RLBC Board of Directors determines to be improper.

REPORTING CONCERNS

Members are encouraged to report concerns involving misconduct, harassment, discrimination, abuse, bullying, unsafe conduct, or violations of club policies to a member of the RLBC Board of Directors.

Members are not expected to investigate concerns themselves. If a member believes misconduct may have occurred, they should report the concern and allow the Board to review the matter.

Concerns involving children or vulnerable persons should be reported to the appropriate authorities as required by law.

GOOD FAITH REPORTING, COOPERATION, AND RETALIATION

The Regina Lawn Bowling Club encourages members to raise concerns in good faith without fear of retaliation.

A report made in good faith will not be considered misconduct simply because it cannot be substantiated. Members are expected to cooperate honestly and respectfully with any review of concerns or complaints conducted by the Club.

Knowingly making a false or malicious complaint, or retaliating against a person who raises a concern or participates in a review process, is considered a violation of this Code of Conduct.

COMPLIANCE WITH THE CODE OF CONDUCT

All members and participants are expected to comply with this Code of Conduct.

Any violation of this Code of Conduct may be reviewed by the RLBC Board of Directors and addressed in accordance with the Regina Lawn Bowling Club Membership Policy and any other applicable Club policies.