



## Code of Conduct: High Park Club Members

### General spirit

The High Park Club is a community of friends, where our joint vision is to treat fellow members, visitors, and neighbours with the same friendliness, compassion, and respect we would want to receive ourselves. Whether in the Club, around the neighbourhood, or representing High Park Club at outside events, we encourage all members to conduct themselves in a way that positively reflects our culture of fairness, sportsmanship, tolerance, and goodwill.

### Guidelines

The Member Code of Conduct applies to all members, guests, and parents of underage members. It should be considered to be in effect during all Club activities, and when representing the Club at outside events. Members are encouraged to:

- Treat people fairly and with respect;
- Exhibit sportsmanship and fairness on the ice and courts, and follow the spirit as well as the letter of the rules of the games;
- Be good ambassadors for the Club, both around our neighbourhood and at outside events;
- Be respectful of our neighbours. We enjoy a unique location in a residential neighbourhood and owe our neighbours the same considerations we would want at our own homes; and
- Refrain from being abusive to others.

### Member responsibilities:

As with any community, membership comes with both privileges for the individual and responsibilities to others in the community. It is the responsibility of all members to:

- Adhere to Club rules and policies;
- Refrain from behaviour that unfairly prevents other members from enjoying the Club and its facilities;
- Refrain from illegal activity on Club property;
- Refrain from damaging Club property.
- Refrain from behaviour that is hazardous to the well-being of the Club or its members and guests;
- Refrain from behaviour that contravenes the Ontario Human Rights Code, including but not limited to those sections prohibiting harassment or discrimination.

(Members may refer to the High Park Club general policy on harassment and violence.)

### Unacceptable behaviour

Our Club embodies a spirit of acceptance and tolerance and, as such, a wide range of viewpoints, personalities, and behaviours is expected and embraced. In extreme cases, however, where a member's behaviour is clearly unacceptable, the Club reserves the right to take reasonable and appropriate measures, up to or including: exclusion from play; denial of use of facilities; or revocation of membership.

Examples of behaviour that would be deemed unacceptable include:



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- Persistent violation of Club rules;
- Persistent abuse of other individuals;
- Aggressive or threatening behavior;
- Actions that would:
  - reasonably be deemed reckless with regard to the safety of the Club, its members, or its guests; *or*
  - Put the survival of the Club at significant risk; and
- Engaging in illegal activities on Club property.

### **Conflict resolution:**

As with any community, occasional conflicts and differences of opinion are inevitable. Members are encouraged, whenever possible, to resolve such conflicts themselves in the spirit of mutual respect, and to attempt to de-escalate rather than escalate.

In cases where this is not feasible, members may refer the matter to their section committee or to the Board of Directors for consideration of their complaint or mediation. Such matters will be considered with the goal of reaching a fair and equitable resolution, as per the rules and the general well-being of the Club and its members.