



Windy City Curling
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Windy City Curling - Member Code of Conduct

2021-2022 Season

Introduction

When you think of people at a curling club, what do you imagine?

From cable-knit cardigans and corn brooms, to old leather wingback chairs with plumes of cigar smoke filling the air, there's a lot of common tropes around our sport. Unfortunately, most of them are historical and don't reflect the present-day reality of curling clubs around the world.

Windy City Curling ("WCC") is hoping to change that. We see ourselves as a modern curling club with a diverse membership, where everyone feels part of a well-functioning family. As our club grows, we want to create and maintain an open environment where every athlete, regardless of their background, feels equally welcome and respected, both on and off the ice.

The Purpose of the Code of Conduct

This Code of Conduct is intended to ensure our club's activities remain welcoming and inclusive for all. It is here to help guide our members on how to be more self-aware of how their words and actions impact others, so any potential conflicts can be resolved quickly and amicably.

Where the Spirit of Curling guides an athlete's on-ice conduct regarding gameplay, this Code of Conduct is intended to complement that, with regards to our members' behavior and communication towards others (both on and off the ice).

It is in that spirit we ask this Code of Conduct be followed and applied. It is *not* designed to be an exhaustive list of things Windy City Curling members cannot do.

Where This Code is Applied

This Code of Conduct will be enforced inside all spaces managed or organized by Windy City Curling. 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, WCC Slack chats, WCC mailing lists, and other forms of media communication.

This Code of Conduct also covers events in which you are officially representing WCC. Examples include: playdowns and national competitions where teams are organized by WCC, any bonspiels where you play "under the flag" of Windy City Curling.

If you believe someone is violating this Code of Conduct, we ask that you report it by emailing conduct@windycitycurling.com. (See *Reporting Guidelines* below.)

The Spirit of Curling, from the World Curling Federation

Curling is a game of skill and of tradition.

A shot well-executed is a delight to see, and it is also a fine thing to observe the time-honoured traditions of curling being applied in the true spirit of the game. Curlers play to win but never to humble their opponents. A true curler never attempts to distract opponents, nor to prevent them from playing their best, and would prefer to lose rather than to win unfairly.

Curlers never knowingly break a rule of the game, nor disrespect any of its traditions. Should they become aware that this has been done inadvertently, they will be the first to divulge the breach.

While the main object of the game of curling is to determine the relative skill of the players, the spirit of curling demands good sportsmanship, kindly feeling and honourable conduct. This spirit should influence both the interpretation and the application of the rules of the game and also the conduct of all participants on and off the ice.

Core Values of Windy City Curling

Along with the Spirit of Curling, Windy City Curling has core values guiding our behavior both on and off the ice. These principles are grounded in our love of the game and our respect for one another.

This list of values and the details that follow are not an exhaustive list of rules, but rather guideposts to help you find your way towards positive and inclusive interactions with everyone in WCC spaces.

Be Respectful

Respect is a fundamental value of our club. Not all of us will agree all the time, but disagreement is no excuse for poor behavior and poor manners. We might all experience some frustration or competitive anger now and then, but we cannot allow that frustration or competitive feeling to turn into a personal attack.

It's important to remember: any community where people feel uncomfortable or threatened does not help grow the sport we all love. Members of Windy City Curling should be respectful when dealing with other members and non-member participants at WCC activities.

Be Inclusive

We strive to be a community that welcomes and supports people of all backgrounds and identities. This includes, but is not limited to: members of any race, ethnicity, culture, national origin, color, immigration status, social and economic class, educational level, sex, sexual orientation, gender identity and expression, age, size, family status, political belief, religion, and mental and physical ability.

Be Careful in the Words You Choose

We expect a professional level of conduct and discourse at Windy City Curling. If you wouldn't say it to a colleague at work, don't say it to a fellow club member at a WCC event.

We understand players will often broomstack among friends and fellow curlers after league or at bonspiels. While you may not have an expectation of professionalism among some of those people, please remember other members of the club or the general public may be within earshot. You may not truly be as close with those around you as you think you are, particularly if alcohol is involved. Please be mindful of your surroundings and your conduct in these circumstances and err on the side of caution when there are any doubts.

In these situations, you are still representing the Club, as well as yourself.

Be Kind to Others

Do not insult or put down other participants. Harassment and other exclusionary behavior are not acceptable. This includes, but is not limited to:

- Violent threats or language directed against another person
- Discriminatory jokes and language
- Unwelcome sexual attention
- Conduct directed at someone that would cause a reasonable person to fear for their safety and/or the safety of others, and/or suffer substantial emotional distress
- Sharing sexually explicit or violent material
- Sharing (or threatening to share) other people's personal information
- Personal insults, especially any using racist or sexist terms, or other such "hate speech"
- Advocating for, or encouraging, any of the above behavior
- Repeated harassment of others. If someone asks you to stop, then stop.

Be Friendly and Patient

We understand everyone has different levels of experience and skill on the ice. We all have areas of our game in need of improvement. Windy City Curling should be a place where people can not only compete, but feel comfortable asking questions and learning along the way.

When helping another member grow as a curler, either in their gameplay or their on-ice etiquette, do so with patience, respect, and politeness. Remember: we all were new to the sport at one point, too!

If you see someone you think needs help with their curling skills, always ask first before offering advice. Not everyone is always looking for feedback, no matter how well-intentioned.

When someone violates the generally accepted etiquette of the game, communicate your concern as politely as possible. If the issue is not urgent, consider discussing the matter after the match or with the player's skip instead of addressing the player directly.

When We Disagree, Try to Understand Why

Disagreements, both social and competitive, happen all the time. It is important that we resolve disagreements and differing views constructively. Remember: we're all unique, and there is strength in having a diverse community of people from a wide range of backgrounds.

Different people have different perspectives. Being unable to understand why someone holds a certain viewpoint doesn't mean they're wrong. To err is human, and blaming each other for a mistake solves nothing. Instead, try to focus on resolving the issue, and learning from it.

Questions?

If you have questions, please see the FAQ below. If you don't find your answer there, please email the Code of Conduct Committee at conduct@windycitycurling.com.

The Code of Conduct Committee

The Windy City Curling Board of Directors will establish the Code of Conduct Committee ("the Committee"), which will be composed of at least three members.

Membership

One member will be designated Chair of the Committee. They are responsible for all reports back to the WCC Board of Directors.

Appointments to the Committee will last for a fixed term of one year. Members of the Committee are eligible for immediate reappointment to the Committee at the end of their term.

The WCC Board of Directors will review the membership of the Committee annually.

It is Windy City Curling policy all members of the Code of Conduct Committee be SafeSport Trained via the U.S Center for SafeSport.

Purpose and Goals

The primary purpose of the Code of Conduct Committee is conflict resolution.

Windy City Curling understands not everyone will get along 100% of the time. Minor disagreements are bound to happen. Just as equally, WCC expects those disagreements to be resolved in a civilized manner. When that does not happen and/or more severe language or behavior is involved, the Code of Conduct Committee is there to help figure out what happened, and how to best resolve the issue.

To be clear: the Committee is not a task force set out to police people's behavior, nor is it designed to be used as a weapon by one member to get another they don't like "in trouble." It is here to help bridge divides, not widen them.

Reporting Guidelines

If you believe someone is violating the Windy City Curling Code of Conduct, we ask that you report it by emailing conduct@windycitycurling.com.

All reports will be kept confidential.

Only members of the Code of Conduct Committee will receive the reports, who will give them urgent and immediate attention.

If the Committee needs to share information with the WCC Board of Directors, the reporter's identity will *not* be divulged before the reporter has agreed to it.

(NOTE: For incidents involving individuals under the age of 18, the above policy is superseded by USA Curling's SafeSport policies and procedures. The Code of Conduct Committee has a duty to report these SafeSport violations involving minors to the WCC Board of Directors, who in turn have a duty to report to USA Curling. More information can be found in the USA Curling SafeSport Handbook.)

If the act is ongoing, the Committee will take immediate measures to stop it if possible, and to gather the information described below.

In your report please include:

- Your contact info (*to follow up, if needed*)
- The names of any individuals involved, and witnesses to the incident
- When and where the incident occurred (*please be as specific as possible*)
- Your account of what happened
- Any publicly available record (such as a picture, video, email, or screenshot)
- Any extra context you believe existed for the incident
- If you believe this incident is ongoing
- Any other pertinent information you believe the Committee should have

How the Committee Will Respond to Reports

When a report is sent to the Code of Conduct Committee, they will reply to the report to confirm receipt within 24 hours.

If the incident reported involves an individual under the age of 18 and may be a violation of the policies set forth in the USA Curling SafeSport Handbook, the matter will be referred immediately to the WCC Board of Directors, who have a duty to report the matter to USA Curling.

Matters rising to a level of criminal act will be referred to law enforcement as appropriate.

See the Reporting Guidelines above for details of what reports should contain. If a report doesn't contain enough information, the Committee will strive to obtain all relevant data before acting. The Committee is empowered to contact any individuals involved to get a more complete account of events.

The Committee will then review the incident and determine, to the best of their ability:

- What happened
- Whether this event constitutes a Code of Conduct violation
- Who, if anyone, was involved in the violation
- Whether this is an ongoing situation

This information will be collected in writing and, whenever possible, the Committee's deliberations will be recorded and retained. Policies for record retention and handoff will be established by the first Committee.

The Committee aims to have a resolution agreed very rapidly. If not agreed upon within a week, it will inform the parties of the planned date.

Resolution

The Code of Conduct Committee must agree on a resolution by consensus. If the Committee cannot reach a consensus, the Committee will turn the matter over to the Windy City Curling Board of Directors for a resolution.

Responses will be determined by the Committee on the basis of the information gathered and of the potential consequences. Actions the Committee may take without consulting the Board of Directors include:

- Taking no further action
- Issuing a reprimand (private or public)
- Asking for an apology (private or public)

The Committee may determine a situation merits a more serious response than a reprimand or apology. For example, the Committee may recommend the WCC Board of Directors temporarily suspend or permanently revoke an individual's membership with Windy City Curling. In these situations, the case and Committee recommendations will be escalated for review and further pursuit by the WCC Board of Directors in accordance with the WCC bylaws.

The Committee will never publicly discuss issues referred to them.

All public statements, if needed, will be made by the WCC Board of Directors.

Conflicts of Interest

In the event of any conflict of interest (i.e. - Committee or Board members who are personally connected to a situation), the conflicted member must immediately notify the other Committee members and recuse themselves.

Frequently Asked Questions

This section attempts to address common questions and concerns around the Windy City Curling Code of Conduct. If you still have questions after reading it, please feel free to contact the Code of Conduct Committee at conduct@windycitycurling.com, or the WCC Board of Directors at info@windycitycurling.com.

Why have you adopted a Code of Conduct?

First and foremost: let it be said we think our curling community is awesome!

We know WCC members are friendly and welcoming. The purpose of this Code is to keep it that way as we grow and thrive as a club. We want everyone to know what is expected of them - be they a seasoned member, or a brand new curler.

What does adopting this Code of Conduct mean for our club?

For the most part, we don't think it means large changes. We think this text does a really good job of describing the way our club members already behave. We expect that most people will simply continue to carry on as they have for years.

However, having a formal Code of Conduct ensures we all have the same expectations of each other; holds ourselves accountable to each other to encourage good behavior; and helps introduce our Windy City Curling values to new members.

By putting this Code of Conduct in place, we expect the spirit and words of it to be followed both in spaces we manage, and when our members go out curling in representation of our club. By being a WCC member, you are agreeing to abide by it.

What happens if someone violates the Code of Conduct?

Our intent is that anyone in the community can and should stand up for this Code.

Please direct others to this document if they are unaware of it. If that doesn't work, or if you need more help, you can contact the Code of Conduct Committee at conduct@windycitycurling.com. For more details, please see our Reporting Guidelines above.

Why do we need a Code of Conduct? Everyone knows how to behave in our club.
Sadly, this is not always the case.

Not everyone knows where to draw the line of what is acceptable behavior, or what is acceptable to say to and in front of others. Some people may not know how they impact others. Even if everyone were kind, compassionate, and familiar with good behavior, it would still be incumbent upon Windy City Curling to publish a Code of Conduct.

Maintaining this code forces us to consider the kind of community we want to be, articulate it into words that remove ambiguity, and serves as a constant reminder to put our best foot forward.

Just as important, it lets newcomers know our WCC values, what is expected of them, and what they can expect in others. It also offers everyone recourse when those expectations aren't met.

This is censorship! I have the right to say whatever I want!

Yes you do – in *your* spaces. However, in our spaces (as clarified above), these simple guidelines apply. If you want to form a group where curling is discussed in language that is inappropriate for general or public channels, nobody's stopping you. We respect your right to establish whatever codes of conduct you want in the spaces you create and/or own. Please honor this Code of Conduct in our spaces.

Acknowledgements

- This document draws heavily from the Code of Conduct of Ecma International's TC39, and both adapted and borrowed text is used with permission
 - <https://tc39.es/code-of-conduct/>
- The Spirit of Curling in the introduction is excerpted from the World Curling Federation's current Rules of Curling document
 - Download available at: <https://worldcurling.org/competitions/rules/>
- Thank go out to our friends at the Silicon Valley Curling Club for their inspiration, guidance, and assistance behind generating and adapting this Code of Conduct
 - Visit their impressive Diversity and Inclusion webpage at:
<https://siliconvalleycurling.com/diversity-and-inclusion/>