



1735 W. 53 St, Unit 3, Anderson IN 46013

Circle City Curling Club Code of Conduct

CIRCLE CITY CURLING CLUB IS COMMITTED TO PROVIDING A SAFE AND WELCOMING ENVIRONMENT FOR ALL. THE CONDUCT OF ALL MEMBERS, PARTICIPANTS AND GUESTS SHOULD REFLECT THAT GOAL. THE WORLD CURLING FEDERATION HAS MADE THIS STATEMENT REGARDING CONDUCT:

"The Spirit of Curling generally sees no player attempt to gain an advantage in the game through any malice, whether by breaking the rules, distracting opponents or acting in an unsporting manner, which would effectively disadvantage their opponents. It is expected that if a player should do so then they admit to their fault. While the main objective of the game is to determine the relative skills of the players, the Spirit of Curling demands good sportsmanship, kindly feeling and honorable conduct. This spirit should influence both the interpretation and application of the rules of the game and also the conduct of all participants on and off the ice."

In this spirit of inclusivity, this guide outlines suggestions for conduct and behavior and isn't intended to be an exhaustive list. This Code also outlines processes in place should a club member feel this spirit (of inclusivity) is violated and is enforced within all spaces managed or organized by the Circle City Curling Club. This Code of Conduct is also active in situations where an individual is representing Circle City Curling Club.

Violations of this Code of Conduct may result in suspension or termination of Circle City Curling Club membership. While an incident is being investigated, the membership of the person(s) accused of violating this Code of Conduct may be temporarily suspended pending a final decision.

Membership Protocols

Circle City Curling Club Members are expected to:

- Observe the Spirit of Curling and contribute to an environment and culture within the Club reflective of the Spirit of Curling and good sportsmanship.
- Treat all club members, competitors, and guests with the highest respect. Understand that verbal abuse of any teammate, competitor, official, member, guest or other person is unacceptable and that confrontational, threatening, condescending, insulting, inappropriate or other disrespectful language will not be tolerated.
- Control their temper and behave appropriately at all times.
- Never throw or abuse personal or club property.

- Consume alcoholic beverages in a responsible manner. If a member or guest becomes visibly intoxicated, members should notify the bar staff. Members will NOT transport alcohol into the Circle City Curling Club or remove alcohol from the premises.
- Not use or possess illegal drugs on Circle City Curling Club property, in Circle City Curling Club vehicles or facilities, or at Circle City Curling Club sponsored programs.
- Not smoke inside the curling facility/building or on the outdoor deck. This includes all tobacco products, vaping and e-cigarettes.
- Not bring guns or other weapons into the curling facility.
- Not remove any property of the Circle City Curling Club from the premises without permission.
- Not store personal property at the Club except in designated areas.
- Not share access codes, security system codes, or other Club protected information.
- Take pride in the Circle City Curling Club and treat all facilities with care, clean up after themselves and others, and report any damaged or malfunctioning equipment promptly.
- Remember that the Circle City Curling Club facility is a family friendly environment, and conduct should be generally respectful at all times
- Behave in a respectful and discreet manner in the locker room. For the comfort and safety of all our members, we ask that if you will be partially or fully unclothed when changing, that you change in a private changing room or restroom.
- Observe the Rules of Curling and interpret the Rules of Curling in an impartial manner, always keeping in mind that the purpose of the rules is to ensure the game is played in an orderly and fair manner. Comply with all other rules and policies of the Circle City Curling Club.
- Observe this Code of Conduct when representing the Circle City Curling Club outside of the Circle City Curling Club facility.

As a member of Circle City Curling Club, I agree to abide by the Membership Protocols as described above, as well as any other house rules posted at the Club.

Diversity, Equity, Inclusion, and Belonging Policy

Curling is built upon a foundation of community and the spirit of curling. At Circle City Curling Club, we commit to providing an inclusive and accessible community for all curlers, regardless of ability, age, gender identity, race/ethnicity, religion, or sexuality. We commit to advancing the sport of curling by creating opportunities and removing obstacles to curl for everyone. We commit to finding new ways to create opportunities to learn, grow, and create a diverse and inclusive community and sport.

As a member of Circle City Curling Club, I will behave in a welcoming and respectful manner to all club members, competitors, and guests regardless of ability, age, gender identity, race/ethnicity, religion, or sexuality.

Sexual Harassment Policy

Circle City Curling Club strictly prohibits any member from engaging in any form of sexual harassment that affects other members or visitors. Sexual harassment is defined as unwelcome sexual comments and sexual advances, unwanted persistent sexual attention, requests for sexual favors, or conduct of a sexual nature. Types of behavior that constitute sexual harassment include, but are not limited to:

- Sexist jokes
- Display of sexually offensive material
- Sexually degrading words used to describe a person
- Inquiries or comments about a person's sex life
- Unwelcome sexual flirtations, advances, requests, invitations, or propositions
- Inappropriate sexual touching, advances, suggestions or requests
- Unwanted physical contact including, but not limited to, touching, petting, pinching, or kissing
- Physical or sexual assault

As a member of Circle City Curling Club, I will refrain from any behavior that could be construed as sexual harassment.

Curling Etiquette

Curling has its rules governing play, but your conduct while curling is equally important. Some of the key items of proper curling etiquette are as follows:

- Greet your opponents before and after each game.
- Opposing players will toss a coin at the start of the game to determine last stone advantage.
- When your opponents are preparing for delivery, stand to the side of the sheet, single file and between the hog lines.
- If you are throwing next you may stand on the backboard but remain quiet and out of sight of the opposition thrower.
- Only skips and thirds may congregate behind the tee line.
- Wear clean, appropriate footwear that will not damage the ice.
- Maintain pace of play by being in the hack and ready to deliver your stone as soon as soon as the previous player has completed their delivery.
- At the conclusion of an end, all players remain outside the rings until the opposing thirds have agreed on the score.
- Avoid resting hands and knees on the ice; this will prevent the ice/pebble from melting.
- Place your skip's rock in front of the hack to help speed up the game.
- All games on the ice should run approximately the same time. Each player should be ready to deliver their rock when their skip puts down the broom.
- It is your responsibility to get a substitute if you cannot play as scheduled. Call/email your skip and give the name of the curler substituting for you.
- Do not let stones run into or over the hacks, hit the backboard at high speed, or cross onto adjacent sheets. Equipment may be damaged or players injured by rebounding stones.
- Be quick to compliment a good shot by either side.
- Behind the tee line, only one member of each team can sweep at one time. If you decide not to sweep your own rock, make way for the other team.
- Clean your broom and slider regularly during play.

- When the game is finished check the playing area for cleanliness including removal of beverage containers.
- No beverages are allowed on the ice. Beverages must be kept in the cup holders at the scoreboard end of the ice.

As a member of Circle City Curling Club, I will do my best to abide by the rules of common curling etiquette as described above and/or as posted at the Club.

Minor Athlete Abuse Prevention Policy

Circle City Curling Club is committed to ensuring the safety of all minor athletes in our facility and has adopted a Minor Athlete Abuse Prevention Policy (MAAPP). Circle City Curling Club's MAAPP may be viewed [by clicking here](#).

As a member of Circle City Curling Club, I will abide by the policy set forth in the Circle City Curling Club Minor Athlete Abuse Prevention Policy document.

The Code of Conduct Committee

Code of Conduct violations (procedure defined below) by Circle City Curling Club members will be managed by a Code of Conduct Committee ("the Committee"). The Circle City Curling Club Board will establish this Committee, composed of at least three members independent of the Board. One member will be designated Chair of the Committee and will be responsible for all reports back to the Board. Circle City Curling Club members will be appointed to the Code of Conduct Committee for fixed terms of two years. Members of the Committee are eligible for immediate reappointment to the Committee at the end of their term. The Board will review the membership of the Committee annually. All Code of Conduct Committee Members must be SafeSport Trained (90 minute Core Course) via the U.S Center for SafeSport.

Reporting Guidelines and Procedure

If you believe someone is violating the Code of Conduct, we ask that you report it by emailing codeofconduct@circlecitycurling.com. Requested information for reporting is listed below. All reports will be kept confidential. Only members of the Code of Conduct Committee (listed below) will receive the reports. If the committee needs to share information with the Circle City Curling Club Board, the reporter's identity will not be divulged before the reporter has agreed to do so.

The above policy is superseded by USA Curling's SafeSport policies and procedures, which Circle City Curling Club has adopted a version of, for incidents involving individuals under the age of 18. The Code of Conduct Committee has a duty to report these SafeSport violations involving minors to the Board, who in turn have a duty to report to USA Curling. More information can be found in the [USA Curling SafeSport Handbook](#) and the [Circle City Curling Club Minor Abuse Prevention Policy](#).

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

The Code of Conduct Violation Report should include:

1. Your contact info (so we can get in touch with you if we need to follow up).
2. Description of the violation, including what elements specifically in the Code of Conduct were violated.
3. Names of any individuals involved. If there were other witnesses besides you, please try to include them as well.
4. When and where the incident occurred. Please be as specific as possible, including if the violations are reoccurring.
5. Your account of what occurred. If there is a publicly available record (e.g. an SMS message or email) please include that. Screenshots can be useful in case something is edited or deleted before action is taken.
6. Any extra context you believe existed for the incident.
7. If you believe this incident is ongoing.
8. Any other information you believe we should have.

Reports will receive urgent and immediate attention from the Code of Conduct Committee. The Committee will respond to the submitter with acknowledgement of receipt within 48 hrs.

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](#), and/or the [Circle City Curling Club Minor Abuse Prevention Policy](#), the matter will be referred immediately to the Board, who have a duty to report the matter to USA Curling.

Matters that rise to a level of criminal acts 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:

- The factual details of 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 Code of Conduct committee.

The Committee should aim to have a resolution agreed very rapidly; if not agreed within a week, it will inform the parties of the planned date.

Resolution

The Committee must agree on a resolution by consensus. If the Committee cannot reach consensus, the Committee will turn the matter over to the Board for resolution.

Responses will be determined by the Committee on the basis of the information gathered and of the potential consequences.

Actions that the Committee may take without consulting the Board of Directors are:

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

The Committee may determine that a situation merits a more serious response than a reprimand or apology. For example, the Committee may recommend that the Board temporarily suspend or permanently revoke an individual's membership in Circle City Curling Club. In these situations, the case and Committee recommendations will be escalated for review and further pursuit by the Board in accordance with the Circle City Curling Club bylaws. The Committee will never publicly discuss issues referred to them; all public statements, if needed, will be made by the Circle City Curling Club Board. Situations that may require public statements may include announcements (written or verbal) to club members to reinforce elements of the Code of Conduct. Wherever possible and when appropriate, these public announcements will be made without reference to specific incidents or Code of Conduct violation reports.

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. The remaining members of the Code of Conduct Committee have the ability to temporarily instate a Code of Conduct Committee Member in order to investigate and resolve incidences where there are conflicts of interest and committee members must excuse themselves.

Members of the Code of Conduct Committee

The Code of Conduct Committee deals with violations of the Circle City Curling Club Code of Conduct.

Committee Members - Effective August 2024:

Chair: Katie Schoenberg (kmn4@cornell.edu)

Committee Member: TBD

Committee Member: TBD

You can contact the committee members collectively at codeofconduct@circlecycling.com or individually at their email address listed above. For more details, please see the Reporting Guidelines above.

As a member of Circle City Curling Club, I acknowledge the process of reporting and response to violations of the Code of Conduct.

Frequently Asked Questions

This FAQ attempts to address common questions and concerns around the Circle City Curling Club Code of Conduct. If you still have questions after reading it, please feel free to contact us at codeofconduct@circlecycurling.com.

Why have you adopted a Code of Conduct?

We think our curling community is awesome. We know that the Circle City Curling Club community is transparent, friendly, and welcoming. We want to make sure everyone else knows it too. Especially as the Circle City Curling Club community grows, we want to maintain the respectful community we have established and maintain a welcoming and inclusive environment.

Haven't we had a Code of Conduct before?

Yes. Both informally and formally in a basic Code of Conduct, guidelines for expectations have been outlined for our members. This updated Code of Conduct adds a Code of Conduct Committee which allows the club to have an established and unbiased framework to enforce reactions and follow-up to Code of Conduct violations.

What does it mean to "adopt" a Code of Conduct?

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

However, having a formal Code of Conduct ensures that we all have the same expectations of each other, and helps introduce our values to new members. We do expect that members will abide by the spirit and words of the Code of Conduct when in spaces managed by Circle City Curling Club. This Code has been adopted by Circle City Curling Club, which means that by becoming a member, you recognize that it will be enforced within all spaces managed or organized by Circle City Curling Club, and you agree to abide by it.

In practice, this includes on-ice activities, broomstacking before and after curling, off-ice social events organized by the club, Circle City Curling Club mailing lists, and all other Circle City Curling Club-associated social media platforms.

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 and 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 codeofconduct@circlecycurling.com. For more details please see our Reporting Guidelines and Procedure.

I hang out with my friends at the bar before or after the official curling activities arranged by the Club. Is this Code of Conduct intended to apply to those times?

It is recognized that this may be a gray area. However, especially if the activities are happening within Circle City Curling Club facilities, then the Code of Conduct would apply. Additionally, you are continuing to serve as a representative of Circle City Curling Club, even when curling time has commenced.

Acknowledgements

Sections of this document were inspired by the Code of Conduct of the Silicon Valley Curling Club.