



Wine Country Curling Club

Code of Conduct

Introduction

The Wine Country Curling Club (WCCC) is a curling club in Northern California that was formed originally in Vacaville, CA in 2007. In 2012, WCCC moved to its current location at Skatetown Ice Arena in Roseville, CA.

The purpose and objectives of the Wine Country Curling Club are:

1. to promote the sport of curling in Northern California;
2. to pursue participation by providing inclusive programs such as adaptive curling, senior curling, and junior curling; and
3. to support and develop the capabilities of amateur athletes in order to participate in local, state, national, international, and Olympic curling competitions.

Wine Country Curling Club is committed to ensuring an open and friendly community of a diverse mixture of people with varied backgrounds, beliefs, and communication styles. We want to ensure that everyone feels welcome and safe in our club.

This Code of Conduct is enforced within all spaces managed or organized by Wine Country Curling Club. This includes, and is not limited to, on-ice activities, broomstacking before and after curling, off-ice events organized by the club, volunteer activities related to promoting curling, WCCC email, WCCC Slack, WCCC mailing lists, the WCCC Facebook Group, and other electronic communication media. This Code of Conduct also covers events in which you are representing WCCC.

The WCCC Code of Conduct covers behavior both on and off the ice and is intended as a complement to the United States Curling Association's *Spirit of Curling* and Curling Canada's *Curlers' Code of Ethics* which is intended to guide behavior during matches. Both of these guidelines are explained on the next page.



The Spirit of Curling:

- Curling is a game of skill and tradition. A shot well executed is a delight to see and it is also a fine thing to observe the time-honored 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 honorable 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.



Curlers' Code of Ethics:

- I will play the game with a spirit of good sportsmanship.
- I will conduct myself in an honourable manner both on and off the ice.
- I will never knowingly break a rule, but if I do, I will divulge the breach.
- I will take no action that could be interpreted as an attempt to intimidate or demean my opponents, teammates or umpires.
- I will interpret the rules in an impartial manner, always keeping in mind that the purpose of the rules is to ensure that the game is played in an orderly and fair manner.
- I will humbly accept any penalty that the governing body at any level of curling deems appropriate, if I am found in violation of the Code of Ethics or rules of the game.

Please note that this is not an exhaustive list of things that you cannot do. We would like for you to take it in the spirit in which it is intended: a guide to make it easier to ensure that our club's activities remain welcoming to everyone and help all of us become more self-aware of how our actions impact those around us.

Rules of Conduct

Below is a list of values to guide behavior on and off the ice.

- 1. Do not engage in harassment based on race, creed, religion, color, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry, or place of origin. Examples include:**
 - a. Refusing to curl with a person or excluding them from activities including broomstacking because of their race, ethnic background, gender, etc.
 - b. Making unwelcome remarks, jokes, innuendos, or taunts of sexual, racial, or an ethnic nature.
 - c. Making insulting gestures, jokes, or disparaging written material based on race, ethnic background, or gender that causes embarrassment or humiliation.
 - d. Touching inappropriately, making suggestive or abusive remarks of a sexual nature, making compromising invitations, sexual assault, engaging in coarse language of a sexual nature, displaying pornographic material, or seeking sexual favors.
- 2. Do not engage in personal harassment. Examples include:**
 - a. Violent threats or language directed against another individual.
 - b. Intentional exclusion or shunning from any activity within our club.
 - c. Public reprimand, ridicule, sarcasm, or humiliation.
 - d. Constant criticism or trivializing of achievements.
 - e. Bullying which can be defined as offensive, malicious, intimidating, insulting, or humiliating behavior often associated with the misuse of power or position.
 - f. Sharing (or threatening to share) other people's personal information.
- 3. Be conscientious of how you interact with and treat people.**
 - a. Actively work against treating people differently based on their race, creed, religion, color, sexual orientation, marital status, family status, disability, physical size or weight, age, nationality, ancestry, or place of origin.
 - b. We encourage members to engage with people at the club and club events, especially those outside your usual circle.
 - c. We encourage you to stand against harassment and to not encourage or participate when others violate the code of conduct.

If you have questions, please contact the committee at reporting@winecountrycurlingclub.com.

Reporting Guidelines

If you believe someone is violating Wine Country Curling Club's Code of Conduct, we ask that you report it by filling out the form posted on our website and linked [here](#). All reports will be kept confidential and will be given serious attention. This form will be forwarded to Wine Country Curling Club's D&I Committee (reporting@winecountrycurlingclub.com) who will respond within 7 days of receipt. Only members of the D&I Committee (listed below) will receive the reports.

If the committee needs to share information with the WCCC Board of Directors, 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 WCCC 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 of Directors who in turn have a duty to report to USA Curling. More information can be found in the [USA Curling SafeSport Handbook](#).) It is WCCC policy that the committee members must be SafeSport-trained via the U.S. Center for SafeSport.

What Happens After You File a Report?

You will receive a response within 7 business days of filing. If the incident is ongoing, the D&I Committee will contact all parties involved to try to stop the misconduct.

Enforcement

All responses to reports of conduct violations will be managed by the D&I Committee. The event will be investigated by 3 members of the committee, one of whom is on the WCCC Board of Directors.

How the Committee Will Respond to Reports

If the incident reported involves an individual under the age of 18 and it is a violation of the policies set forth in the [USA Curling SafeSport Handbook](#), the matter will be referred immediately to the WCCC Board of Directors 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.

The reporting form [here](#) details 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 will record and retain its deliberations.

Resolution

Within one week of receiving the report, the committee will inform the parties of the planned resolution date. The committee must agree on a resolution by consensus of the committee quorum. If the committee cannot reach consensus, the committee will turn the matter over to the Board of Directors 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 include but are not limited to:

- taking no further action,
- issuing a reprimand,
- complete bias or awareness training, and/or
- asking for an apology.

The committee may recommend that the Board of Directors temporarily suspend or permanently revoke an individual's membership in Wine Country Curling Club. In these situations, the case and committee recommendations will be escalated for review and further pursuit by the Board of Directors in accordance with the WCCC bylaws.

The committee will never publicly discuss issues referred to them. All public statements, if needed, will be made by the WCCC Board of Directors.

Conflicts of Interest

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

D&I Committee

The D&I Committee deals with violations of the WCCC Code of Conduct.

Committee members include:

- Ashley Spalding
- Evan Tudor Elliott
- Jessica Tudor Elliott
- Laura Lunetta
- Sonia Montero
- Katie Feldman

- Chris Skidmore
- Robert Seyfried
- Bret Mohninger

You can contact these members collectively at reporting@winecountrycurlingclub.com.

Acknowledgements

This document draws heavily from Silicon Valley Curling Club's [Code of Conduct](#). More about the United States Curling Association's Spirit of Curling can be found [here](#). More about Curling Canada's Curler's Code of Ethics can be found [here](#).