

# **Pueblo El Mirage Pickleball Club**

## **Code of Conduct – 02/24/2026**

Membership in the Pueblo El Mirage Pickleball Club (PEMPC) is a privilege. All members are expected to conduct themselves in a manner that reflects positively on the Club, the sport of pickleball, and the broader community.

### **1. Respect for All Individuals**

Members are expected to demonstrate respect for every person, regardless of physical characteristics, athletic ability, age, color, race, ethnic origin, disability, economic or marital status, gender identity or expression, or sexual orientation.

Members shall:

- Treat all individuals fairly, reasonably, and with dignity.
- Consistently demonstrate the spirit of sportsmanship, sport leadership, and ethical conduct.
- Ensure adherence to both the rules of pickleball and the spirit of those rules.

### **2. Appropriate Conduct and Communications**

Members are expected to:

- Focus comments or criticisms appropriately and constructively.
- Avoid public criticism of athletes, coaches, officials, organizers, volunteers, or fellow club members, whether in person or through social media.
- Respect the authority and decision-making vested in the membership-elected Board of Directors.
- Use the Club's established communication policy to share recommendations or suggestions for improving Club operations.

### **3. Prohibited Conduct**

Members must refrain from:

- Verbally or physically abusing opponents, officials, spectators, volunteers, or fellow members.
- The use of profane, insulting, or otherwise offensive language.
- Willfully damaging the property of others.

### **4. Prohibition against Harassment**

Harassment of any kind will not be tolerated. Harassment includes, but is not limited to, verbal, physical, visual, or written conduct that demeans, intimidates, threatens, humiliates, or creates a hostile or disruptive environment. Examples of prohibited conduct include:

- Derogatory comments, slurs, or jokes
- Unwelcome advances or inappropriate physical contact

- Intimidation, bullying, or threatening behavior
- Repeated unwanted communications
- Public ridicule or humiliation

This policy applies to all Club activities, including Board meetings, membership meetings, committee meetings, tournaments, social events, and any communication related to Club business.

Any individual found to have engaged in continued verbal or written harassment, deemed by the Board as unnecessary or inappropriate, may be subject to disciplinary action, up to and including termination of Club membership, in accordance with Club governing documents and procedures.

## **5. Compliance with Rules and Policies**

Members are expected to:

- Respect the rules of any venue or public facility being used.
- Comply at all times with the Club's bylaws, policies, procedures, rules, and regulations as adopted and amended from time to time.

## **6. Disciplinary Action**

PEMPC members recognize that failure to abide by this Code of Conduct and any Club policies may result in disciplinary action by the Board of Directors.

Disciplinary action may include, but is not limited to:

- Discussion of the matter
- Verbal or written warning
- Suspension of membership
- Revocation of membership

The severity of any disciplinary action will be determined by the Board of Directors after appropriate review of the facts, and may include consultation with any individuals necessary to fully understand the conduct in question.

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This Code of Conduct is intended to preserve a positive, respectful, and welcoming environment for all members and guests of the Pueblo El Mirage Pickleball Club.