

## **Arizona Pickleball Players League, Inc.**

### **Code of Conduct**

The Mission of the Arizona Pickleball Players League (APPL) is to provide infrastructure and leadership for the operation and expansion of competitive team based pickleball leagues for men and women throughout the state of Arizona. It is essential that APPL management, volunteers, captains, and players in promoting this mission, model good behavior, lead by example and display respect and self-control.

#### **The Code of Conduct:**

The code of conduct is a communication tool that informs internal and external parties about what is valued at APPL. Every person involved in our mission whether participant, officer, volunteer, sponsor or representative of the League (the stakeholders), agree to the following:

1. To not engage in unsportsmanlike conduct or encourage others to do so.
2. To not engage in any behavior that would endanger the health, safety, or well-being of self or others.
3. To not engage in any behavior that would result in damage to property used for APPL events.
4. To not engage in the use of malicious profanity, offensive language, or ethnic slurs.
5. To treat others with respect and compassion and abstain from conduct intended to humiliate, threaten, or intimidate others.
6. To exhibit fairness and honesty in dealing with situations and others.
7. To not use the APPL logo, documents, records, or materials for personal gain or in any situation or manner that is not authorized by the commissioner.
8. To uphold a policy of zero tolerance for convictions involving fraud, sexual abuse, discrimination, or harassment.
9. Provide a drug and alcohol-free environment.
10. To act in an ethical manner so that good emerges from the organization.
11. To recuse oneself from deciding any league issue that could develop into a conflict of interest, real or apparent. Without limitation, a conflict of interest exists if any director or committee member, or family member of a director or committee member, is personally involved in a league issue.

#### **Equal Opportunity Organization:**

APPL prohibits unlawful discrimination, harassment, or abuse based on race, color, religion, veteran status, national origin, ancestry, pregnancy status, sex, gender identity or expression, age, marital status, mental or physical disability, medical condition, or any other characteristics protected by law. APPL prohibits bullying and considers bullying a form of discrimination, harassment, and abuse.

#### **Obey the Law:**

APPL takes its responsibility to comply with laws and regulations seriously. Each participant is expected to comply with applicable local and state legal ordinances, requirements, and prohibitions.

#### **Corrective Action:**

APPL will take prompt and appropriate action in response to potential violations of the Code of Conduct. Once a complaint has been placed, the Commissioner will initially analyze it and may meet privately with the complainant to understand the complaint in more detail. Following a fact-finding phase, the Commissioner will call a meeting with impartial APPL managers to review the complaint and propose a response. If the complaint is well-founded, any of the following corrective actions may be imposed in writing to the offender(s).

- Warning
- Letter of reprimand
- Removal from league activities
- Transfer to other tasks
- Suspension from duties
- Termination or removal from, duties