

## **Rationale for the Code of Conduct**

### *Why do we need a code of conduct?*

In an ideal world, a code of conduct would not be needed. Everyone would get along with everyone else, there would be no differences of opinion to cause friction, and everyone would understand what it takes to have a perfectly harmonious group of members, with different backgrounds, points of view, and opinions on how one should act in a club environment. A club goal is to attract new members, including younger people. As we grow, more and more diverse attitudes enter our club, particularly with the younger members, and a new set of values and expectations comes with them. It is prudent that we have a stated set of guiding principles which we can point to as our model for proper conduct in the club. If the current members adopt a code of conduct, it will be easier to integrate new members into the club.

### *What is the philosophy of the code?*

The code lists general attitudes and goals that should be worked toward by each member. Positive behavior is stressed rather than the negative. It lists specific action the club deems inappropriate for the sake of the whole membership. Certain serious infractions are noted that require quick resolution by the club. It deals with the manner in which infractions and deviations should be handled. It strives to create a “self-policing” environment in the club and depends on the members’ desire to enforce the code in an informal way. It also gives guidelines for reporting infractions when the “self-policing” method fails.

### *Summary*

We believe that this code statement outlines a desired philosophy on proper conduct by our members while participating in Milwaukee Lake Park Lawn Bowling Association (MLPLBA) functions or representing the club in other functions. It does not list or specify a discipline strategy for every possible behavior which may annoy or bother us. Instead, it relies upon common courtesy when dealing with others and common sense when resolving issues which arise. It also requires that the board act in the best interest of the club regardless of personal feelings and requires that club members respect and support the decisions of the board regardless of whether they agree or disagree. We hope this code of conduct statement will serve as a tool for the betterment of the MLPLBA and the sport of lawn bowling.

## Code of Conduct

1. General Principles and Expectations
  - a. MLPLBA welcomes members regardless of race, color, gender, sexual orientation, religious affiliation, veteran status, national or ethnic origin and shall not discriminate against them.
  - b. The latest edition of “Laws of the Sport of Bowls” and “United States Lawn Bowls Association Regulations” will be applied as it relates to conduct.
  - c. Good sportsmanship will be the measure of success for the MLPLBA, which includes civility, fair play, and treating one another with dignity and respect.
  - d. Some common understandings include:
    - i. Members will exhibit decorum and common courtesy to all bowlers and spectators.
    - ii. Civil discourse will be the mark of exchanges between players. Rude or derogatory remarks will be avoided.
    - iii. Language will be of a manner as to not offend the civil or religious sensibilities of others.
    - iv. Play on the green will be smoke free and cell phone free.
    - v. The clubhouse will be smoke free.
  - e. Membership in the MLPLBA implies agreement by the member to this code of conduct.
  - f. The Code of Conduct will apply to all MLPLBA-sponsored events, as well as informal games, activities and practice sessions. MLPLBA members who are representing the club at other venues will be expected to comport themselves in a way that reflects the high standards of the MLPLBA.
2. Dealing with Inappropriate Behavior
  - a. Members are encouraged to deal with inappropriate behavior in as simple a manner as possible employing common sense. Speaking in a respectful tone directly to another should resolve most issues.
  - b. The first counsel should be given to a member whose conduct does not meet the guidelines immediately upon the behavior being observed by another member. Speaking of the offense to a third party, but not the offending party is not considered dealing with the issues.
  - c. If the code-offending member rejects the initial attempt to resolve the issue, the member who takes offense will ask one other person to witness a second work of counsel.
  - d. If the code-offending member rejects resolution, continues to exhibit the offensive behavior, or denies its legitimacy, the member finding fault will make an oral complaint to a board member who will attempt to resolve the issue by speaking with the code-offending member.
  - e. If the board member is not able to resolve the issue, or if the offensive behavior continues, then the member who is bringing the complaint may write a formal letter of complaint to the board.
3. Dealing with Repeated or Grievous Infractions
  - a. The board shall conduct a review of a written complaint in an expedited manner. The board will determine what action should be taken based on the legitimacy of the complaint and the severity of the infraction.
  - b. Physical assault, threats of physical assault, racial discrimination or sexual harassment will not be tolerated. Such infractions are cause for immediate disposition by the board without need for prior verbal warnings.
  - c. Decision of the board will be communicated in writing and posted in the clubhouse. All decisions made after a legally constituted meeting of the board shall be final.