



**Stonewall Alliance**  
**Stonewall Sports Pittsburgh • Bridge City Flag Football**  
**Code of Conduct Policy**

Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance are committed to the ideals of diversity, inclusion, and respect. We believe that every person has the right to feel safe and comfortable being themselves while engaged in organized athletics or attending any community program. As such, we are committed to providing an experience that affirms the dignity and value of all individuals without regard to age, race, ethnicity, national origin, religious or spiritual beliefs, sexual orientation, gender identity, gender expression, socioeconomic status, physical or mental abilities, size, appearance, or any other basis for exclusion.

That commitment is enshrined in the following policies which comprise Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance's Code of Conduct. Violation of any of these policies will subject the violating member to potential disciplinary action. Disciplinary action can include verbal warnings, written warnings, suspensions, and, if the violation is repetitive or particularly egregious, expulsion from the league. If suspended or expelled, a member will not be refunded any registration fees. The application of specific disciplinary action will be determined by the



Board of Stonewall Alliance and the Committee of Stonewall Sports Pittsburgh programs, Bridge City Flag Football, based on the facts of each specific situation.

### **Anti-Harassment and Anti-Discrimination Policy**

Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance are committed in all areas to providing a sports and social environment that is free from harassment and discrimination. Harassment is any behavior, motivated by discriminatory animus, that is unwelcome and offensive to the person or persons towards whom it is targeted. Such behavior is expressly forbidden by this policy. All members of the Stonewall Sports Pittsburgh programs, Bridge City Flag Football, program and community are expected and required to abide by this policy. No person will be adversely affected in terms of their association with Stonewall Sports Pittsburgh programs, Bridge City Flag Football, as a result of bringing forward complaints of harassment.

Sexual harassment is behavior of a sexual nature that is unwelcome and offensive to the person or persons it is targeted toward. Examples of harassing behavior may include, but aren't limited to, unwanted physical contact, foul language of an offensive sexual nature, sexual propositions, sexual jokes or remarks,



obscene gestures, and displays of pornographic or sexually explicit pictures, drawings, or caricatures. Sexual harassment of other members of the Stonewall Sports Pittsburgh programs, Bridge City Flag Football, program and community is expressly forbidden.

If any member of the Stonewall Sports Pittsburgh programs, Bridge City Flag Football, program and community feels they have been harassed on the basis of their age, sex, sexual expression, gender identity, race, national origin, ethnic background, or any other personal characteristic, they should immediately report the matter to the Commissioner of Stonewall Sports Pittsburgh programs, Bridge City Flag Football, or the Executive Director of Stonewall Alliance. If that person is not available, or if the member feels more comfortable reporting the incident to another Stonewall Alliance board member or another Stonewall Sports Pittsburgh programs, Bridge City Flag Football, committee member they may do so at which time the notified party must notify the Secretary, Deputy Executive Director, and Executive Director of Stonewall Alliance. Once the matter has been reported it will be promptly investigated and any necessary corrective action will be taken where appropriate, up to and including removal from the league and all future events and programming. All complaints of harassment will be handled in as discreet and confidential a manner as is possible under the circumstances.



## **Anti-Bullying Policy**

Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance considers bullying unacceptable and will not tolerate it under any circumstances. This policy shall apply to all members of the Stonewall Sports Pittsburgh programs, Bridge City Flag Football, program and community. Any community members found in violation of this policy will be disciplined, up to and including expulsion from the league.

Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance defines bullying as persistent, malicious, unwelcome, severe and pervasive mistreatment that harms, intimidates, offends, degrades or humiliates a member, whether verbal, physical or otherwise, at league-sponsored events. Stonewall Sports Pittsburgh programs, Bridge City Flag Football, promotes a safe athletic and social culture where all members are able to join in an environment free of bullying behavior.

Stonewall Sports Pittsburgh programs, Bridge City Flag Football, encourages all of its members to report any instance of bullying behavior to the Commissioner of Stonewall Sports Pittsburgh programs, Bridge City Flag Football, or the Executive Director of Stonewall Alliance. If that person is not available, or if the member



feels more comfortable reporting the incident to another Stonewall Alliance board member or another Stonewall Sports Pittsburgh programs, Bridge City Flag Football, committee member they may do so at which time the notified party must notify the Secretary, Deputy Executive Director, and Executive Director of Stonewall Alliance. Any reports of this type will be treated seriously, investigated promptly and impartially, and necessary corrective or disciplinary action will be taken, up to and including removal from the league and all future events and programming. Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance will act to the best of it's ability to protect any member who reports bullying conduct from retaliation or reprisal.

Stonewall Sports Pittsburgh programs, Bridge City Flag Football, and Stonewall Alliance considers the following types of behavior to constitute bullying. Please note, this list is not meant to be exhaustive and is only offered by way of example:

- Staring, glaring or other nonverbal demonstrations of hostility; Exclusion or social isolation;
- Personal attacks (angry outbursts, excessive profanity, or name-calling); Encouragement of others to turn against the targeted member; Stalking;
- Punching, kicking, slapping or any other unwanted physical contact



As a volunteer organization, Stonewall Sports Pittsburgh programs, Bridge City Flag Football, relies on members of the community to volunteer as referees, umpires, line judges, and other positions during games and events. As such, the board considers bullying of its volunteers to be particularly egregious. Any attempt to intimidate referees, umpires, line judges, and other positions will result in disciplinary action, up to and including expulsion from the league.

I understand that as a player and/or participant of Stonewall Sports Pittsburgh programs, Bridge City Flag Football, I will not, during or after play, degrade, humiliate, target, threaten, harass, discriminate or bully another individual or groups of people whether this be in person or on social media or other electronic platforms. My participating in this season of Stonewall Sports Pittsburgh programs, Bridge City Flag Football, I will treat each member of the program, spectators attending, and the community with dignity and respect at all times. I understand that failure to do so may result in expulsion from the league and remove from my ability to participate in future leagues and programs overseen by Stonewall Alliance.