



## Code of Conduct

### 1. Purpose

The purpose of this policy is to ensure that all participants, including athletes, families, volunteers, and staff, adhere to the values of inclusivity, respect, and support that define Able Athletics. This policy aims to foster a positive and respectful environment both on and off the field.

### 2. Scope

This policy applies to all participants in Able Athletics events, including but not limited to athletes, parents, guardians, spectators, volunteers, and staff members.

### 3. Policy Statement

Able Athletics is committed to maintaining an environment free from harassment, discrimination, and disparagement. All participants are expected to conduct themselves in a manner that upholds the dignity and respect of others. Any behavior that undermines the inclusivity, respect, and support that Able Athletics stands for will not be tolerated.

### 4. Prohibited Conduct

The following behaviors are strictly prohibited:

- a. Disparaging Remarks: Making negative or hurtful comments about other athletes, including but not limited to derogatory terms, name-calling, or any language that demeans or belittles an individual.
- b. Harassment and Bullying: Any form of harassment or bullying, whether verbal, physical, or electronic, including but not limited to threats, intimidation, or coercion.
- c. Negative Commentary: Making unconstructive and negative remarks about the organization, its events, or any participants, including professional athletes associated with Able Athletics.
- d. Discrimination: Any form of discrimination based on race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.

### 5. Reporting and Investigation

- a. Reporting: Any participant who witnesses or experiences prohibited conduct is encouraged to report the incident to Able Athletics management promptly.
- b. Investigation: All reports of prohibited conduct will be taken seriously and investigated promptly and thoroughly. Confidentiality will be maintained to the extent possible, consistent with the need to conduct a thorough investigation.

### 6. Disciplinary Action

Participants found to be in violation of this policy may be subject to disciplinary action, including but not limited to:

- a. Verbal or written warnings
- b. Suspension from events or activities
- c. Permanent removal from Able Athletics events or activities
- d. Other actions deemed appropriate by Able Athletics management

### 7. Acknowledgment

All participants acknowledge their understanding and acceptance of this policy as a condition of their participation in Able Athletics events and activities.

### 8. Amendments

Able Athletics reserves the right to amend this policy at any time to address new issues or concerns. Participants will be notified of any changes to this policy.