

KIBBC CODE OF CONDUCT

- 1. KIBBC members are ambassadors for both the Knoxville Ice Bears and the general public and should conduct themselves according to the KIBBC Bylaws, Code of Conduct, and in a manner that is not detrimental to the KIBBC.**
- 2. Members should at all times conduct themselves with appropriate decorum and politeness at all KIBBC functions and events including games.**
- 3. Members shall not have unwarranted contact with players, coaches, staff members, or their families and significant others.**

Unwarranted contact includes but is not limited to:

A) Conduct not authorized or sanctioned by the player, player's family, or significant other.

B) Abusive, harassing, or annoying emails, faxes, internet, message board, social media contact, or personal contact is strictly prohibited.

- 4. Members shall not possess without authorization, private phone numbers, email addresses, or home addresses of any player, player's family, or significant other. In the event a member is provided this information by a player, coach, or staff member, their family, or significant other, this possession shall not be considered to be unauthorized, but said information may not be disseminated to any other person with explicit authorization of the player, coach, staff member, their family or significant other.**
- 5. No member may conduct any activity professing or implying that they speak on behalf of the KIBBC unless such member is an Officer duly authorized, or such member has received specific authorization by the President or vote of membership.**
- 6. Stalking as defined by Tennessee statute is strictly prohibited.**
- 7. Members should provide all Knoxville Ice Bears Staff and players with appropriate respect and should not put them in inappropriate situations.**
- 8. Sexual harassment and discrimination against any member of the Ice Bears' Staff or players is strictly prohibited.**

9. **Conduct likely to endanger the welfare, interests, or character of the KIBBC, the Knoxville Ice Bears, its players, employees, or representatives, or another KIBBC members may be deemed a violation of this Code of Conduct and shall be referred to the Member-at-Large for investigation.**

10. **No member of the KIBBC shall benefit personally on a monetary basis from the business of the KIBBC**

VIOLATIONS

1. **Violations of the Code of Conduct should be reported to any Officer so that they may be referred to the Member-At-Large for investigation and recommendation in accordance with the duties of that office.**

2. **Any violation of the KIBBC Bylaws may be deemed a violation of this Code of Conduct.**

3. **Any violation of any rule or practice adopted by membership may be deemed a violation of this Code of Conduct.**

4. **Any conduct detrimental to the KIBBC may be deemed a violation of this Code of Conduct.**

PENALTIES

1. **Any member having been found in violation of the Code of Conduct may receive a written or verbal warning or may be recommended for suspension or termination.**

2. **Any member who has been recommended for suspension or termination as a result of conduct determined to be detrimental to the KIBBC or for violation of the Bylaws or Code of Conduct, may be penalized by a 3-month suspension of membership, 6-month suspension of membership, or termination of membership.**

3. **During any term of suspension or termination when the suspended or terminated member is not eligible to seek reinstatement of membership, such suspended or terminated member may not attend any KIBBC meetings, activities, or events, and may not put themselves forward as a KIBBC member.**

- 4. In the event a member is suspended or terminated from membership, the member shall return his/her membership card. In the event the suspension or termination applies to a family membership as defined herein, the adult member(s) under that membership shall collect and return all membership cards received pursuant to the family membership.**

- 5. Any member who has previously been terminated or suspended from membership in the KIBBC shall not be eligible to seek reinstatement or to reapply for membership for a period of 6 months. The burden is on the member to establish that they have conducted themselves in a manner consistent with the KIBBC Code of Conduct and have taken no action or made no statements detrimental to the KIBBC during the term of their suspension or termination and to establish that they will behave in a manner consistent with the Code of Conduct and the provisions and spirit of these bylaws. In order for such a member to return to the KIBBC, their membership application must be approved by a majority vote of membership at the next regularly scheduled membership meeting after the terminated or suspended member has submitted a membership application.**