



## **Winter Storm Weekend Code of Conduct**

In order to foster a strong Scottish Arts community as well as a respectful and safe community in general, Winter Storm Weekend is committed to providing an inclusive, welcoming, and harassment-free environment for all event participants and volunteers. Winter Storm Weekend does not and shall not discriminate nor will it condone discrimination on the basis of race, color, religion, gender, gender expression, age, national origin, disability, marital status, sexual orientation, or military status, in any of its activities or operations. Midwest Highland Arts Fund (MHAF) holds individual competitors, faculty, members of the public, stewards, and other volunteers to these same standards of behavior during their participation in Winter Storm events.

Rationale: Members of the public pay to attend Winter Storm Weekend so that they may hear and see pipe and drum competitors. All attendees have a right to be treated with courtesy in the name of good sportsmanship and proper conduct. Therefore, appropriate conduct at Winter Storm Weekend events, sanctioned or unsanctioned by the MHAF, is expected of all attendees and volunteers. Conduct that reflects badly upon MHAF and Winter Storm Weekend is not acceptable and will not be tolerated.

Appropriate conduct includes, but is not limited to the following: courtesy and appropriate, polite and civil conduct toward judges, sponsors, faculty, other competitors, volunteers and members of the public. Any action that brings discredit to the MHAF, to Winter Storm Weekend, or the Highland Arts in general, is a source of embarrassment, brings about negative publicity, or causes scandal, such as lewd conduct, vulgar or rude language, gestures, actions, and behaviors, is liable to sanction by the Board of MHAF.

### **CODE OF CONDUCT**

At all times, judges, competitors, and volunteers shall:

1. Conduct themselves in a manner that promotes the goals of and brings credit upon the MHAF and the Scottish Arts in general.
2. Not make statements in public or in any public forum including social media that

cause insult or disrespect to any judge, competitor, volunteer, members of the public, or the MHAF.

3. Not engage in any conduct that causes insult or disrespect to any judge, competitor, volunteer, members of the public, or the MHAF.
4. Not threaten nor exert any physical force or violence upon any judge, competitor, volunteer, members of the public, or the MHAF.
5. Not harass others in any way.
6. Exercise a duty of care to ensure minors (under age 18) are not exposed to situations of harassment, discrimination, abuse, or any other inappropriate behavior.
7. Report breaches of the Association's Rules and Codes of Conduct to a Representative of the Association

In addition, Board Members and volunteer personnel shall:

1. Exercise due diligence in the performance of their duties
2. Ensure that defined procedures are performed in a timely manner
3. Be dignified in their actions, manner, presentation and language
4. Maintain strict impartiality
5. Ensure that members are made aware of the Code of Conduct.

**\*\*A special note regarding sexual harassment:** Sexual harassment is the unwanted sexual approaches (including touching, feeling, groping) and/or repeated unpleasant, degrading and/or sexist remarks directed toward another with the implied suggestion that the target's participation status, promotion or favorable treatment depend upon a positive response and/or "cooperation." Such conduct has the purpose or effect of unreasonably interfering with an individual's participation and performance or creating an intimidating, hostile, or offensive environment.

A key part of the definition is the use of the word unwelcome. Unwelcome or uninvited conduct or communication of a sexual nature is prohibited; welcome or invited actions or words are not unlawful. Sexual or romantic interaction between consenting people may be offensive to observers or may violate common decorum, but it is not sexual harassment. Sexual harassment occurs when a person is subject to unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature to such an extent that it creates an abusive environment.

If a judge, competitor, volunteer is found to be in violation of the Code of Conduct, a **VERBAL WARNING** should be given to that individual by the appropriate authority, i.e., Chief

Steward, MHAF Representative.

Immediate sanctions may also be requested by an individual judge, competitor, MHAF member or representative and enforced during a contest by the appropriate authority. A written reprimand and statement of the infraction, as well as any sanction that is given, will be sent to the individual in violation of the Code of Conduct (with a copy sent to his/her Pipe Band, if said individual is a member of a Pipe Band) and a copy kept on file with the MHAF Board. This should be sent within seven days of a Code of Conduct infraction. Sanctions may include but are not limited to:

1. Disqualification from that particular event
2. Disqualification from all events in that particular day's contest
3. Suspension from Winter Storm competition for a specified time to be determined by the MHAF Board
4. If the individual is a member of a pipe band association, the MHAF Board may, in its discretion, also notify such association.

(Note: the above suspensions also apply to adjudicators) Any questions or petitions regarding the Code of Conduct or Sanctions are to be addressed according to the criteria outlined in the "Rules and Regulations" of the Association.