

Denver Gaels Supplemental Player Code of Conduct

Purpose:

The aim of this Code is to foster good behavior, respect, and integrity among all participants, promoting a positive and inclusive culture within our club. It is supplemental to the GAA Code of Conduct

(<https://www.gaa.ie/api/pdfs/image/upload/ectlzpvl71cp2lpjd7my.pdf>) and applies to all players, coaches, and spectators. By virtue of their membership within the club, all Denver Gaels members are subject to and expected to abide by the following during any practices, games, and/or tournaments:

General Conduct:

- *Respect for All:* Treat all club members with respect, regardless of gender, sexuality, ability, ethnic/cultural identity, or religion. Harassment, abuse, bullying, or discrimination, whether sexual, verbal, or physical, is strictly prohibited, both on and off the field.
- *Personal Responsibility:* Take responsibility for your actions and consider the interests of others.
- *Safety Awareness:* Be mindful of individual safety and the safety of others in the club. Avoid behavior that puts yourself or others at risk.
- *Property Respect:* Respect club property, as well as the property of others.
- *Authorized Representation:* Refrain from representing the club in any dealings unless authorized by the club.

Complaint Process:

Before engaging in the complaint process detailed below, all club members are encouraged to address any specific instances at the team level first through coaches and code managers, if appropriate.

If a club member (“complainant”) feels that another member (“alleged violator”) is in violation of the above codes and policies (“complaint”), then they shall:

- Communicate the complaint confidentially in writing to the Secretary of the Club (if the Secretary is the alleged violator, then to the Chairperson).
- This person (Secretary or Chairperson) becomes the designated lead committee member (“lead member”).
- The complaint communication shall document the violation and provide any documentary evidence and/or names of other members who may have witnessed the violation to the lead member
- The lead member shall inform the rest of the executive committee (excluding the alleged violator if they are an executive committee member) and the group will then decide if a formal inquiry is needed
- If the group decides a formal inquiry is not needed then:
 - The group shall document the rationale for not proceeding

- The group shall keep a record of the rationale and any documentation provided
- If the group decides a formal inquiry is needed then:
 - The group shall conduct the formal inquiry in a timely manner (within two weeks of the complaint receipt)
 - The group shall then make a decision and communicate their decision to the complainant and alleged violator on the complaint including any penalties assessed by the group
 - The group may also inform other board members and/or general membership of their decision, redacting any confidential information as they deem appropriate

Penalties

Possible penalties for a violation include:

- Written letter of censure to the violator
- Requiring violator to make a public or private apology to the complainant
- Removal of violator from a board member or other club role
- Suspension of the violator from participation in club activities for a definite or indefinite length of time