

## **MWPBA Code of Conduct**

In order to foster a strong Scottish Arts community as well as a respectful and safe community in general, the MWPBA is committed to providing an inclusive, welcoming, and harassment-free environment for all event participants and volunteers. The MWPBA 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. The MWPBA holds individual members, band members, judges, stewards, and other volunteers to these same standards of behavior during their participation in MWPBA events.

Rationale: Members of the public pay to attend Highland Games so that they may hear and see pipe bands and solo competitors. Without these games and the hard work of games sponsors, MWPBA members would not have a venue for competition. MWPBA Members, MWPBA Member Bands and guest competitors from other Piping and Pipe Band Associations have a right to be treated with courtesy in the name of good sportsmanship and proper conduct. Therefore, appropriate conduct at Highland Games and Contests, sanctioned or unsanctioned by the MWPBA, is expected of its Members. Conduct that reflects badly upon the MWPBA and its members 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, games' sponsors, other competitors and members of the public; and cooperation with and participation in massed bands. Any action that brings discredit to the MWPBA, to a member band, 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 Executive Committee of the MWPBA.

### **CODE OF CONDUCT**

At all times, judges, solo competitors, band competitors and MWPBA members and volunteers shall

1. conduct themselves in a manner that promotes the goals of and brings credit upon the MWPBA 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 other judge, competitor, MWPBA member, games organization or official, members of the public, or the MWPBA.

3. not engage in any conduct that causes insult or disrespect to any other judge, competitor, MWPBA member, games organization or official, member of the public, or the MWPBA.
4. not threaten nor exert any physical force or violence upon any other judge, competitor, MWPBA member, games official, or member of the public.
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, and
8. not disclose to any unauthorized person/organization, information of a confidential nature concerning members of the Association.

In addition, Executive Officers and adjunct association 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; and
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, solo competitor, band competitor or MWPBA member 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, MWPBA Games Representative.

Immediate sanctions may also be requested by an individual judge, competitor, MWPBA member or Games Committee 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 MWPBA Executive Committee/Advisory Committee. This should be sent within seven days of a Code of Conduct infraction.

Sanctions may include

1. Disqualification from that particular event
2. Disqualification from all solo events in that particular day's contest
3. Exclusion from participation in the member's pipe band for that day's competition
4. Disqualification of a member's pipe band for that contest
5. Suspension from competition for one contest (i.e., the following contest)
6. Suspension from competition for the remainder of the competition season/calendar year
7. Suspension from competition for a specified time to be determined by the Executive Committee, Advisory Committee and/or Music Board of the MWPBA
8. Membership revocation for a period of time to be determined by the Executive Committee.

(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.