

NASPA Code of Conduct Changes Effective November 28, 2017

This document details the changes to the NASPA Code of Conduct effective as of November 28, 2017 from the previous version effective as of January 2, 2014.

Classification 2 Code Violations

Added a third type of violation:

c. Sexual and Gender-Based Harassment

Do not sexually harass or harass on the basis of gender players, directors, other tournament staff, vendors, or visitors. Examples of sexual and gender-based harassment include:

- Any unwelcome sexual attention, advances, and/or requests for sexual favors, whether verbal, physical, or visual.
- Sexually explicit slurs or words used to describe a person.
- Unwelcome jokes, comments, or conversations regarding sexual activity, including the use of sexually explicit language.
- Sexually suggestive remarks concerning a person's body or clothing.
- Any unwelcome comments about a person's gender, gender conformity, physical characteristics, or mannerisms.
- Using sexually-suggestive or gender-based comments to bully, intimidate, or harass a person.
- Spreading sexual or gender-based rumors about a person, including in person, by telephone, by email, online, or otherwise.

Any of the listed behavior is unacceptable in the club and tournament environment. Such conduct will not be tolerated. If you believe that you are the victim of harassment, or observe harassment of someone else, immediately tell the person engaging the offensive behavior to stop, if you feel safe doing so. He or she may not be aware that his or her conduct is unwelcome or offensive.

If you believe that you have experienced sexual or gender-based harassment, you are encouraged to report the matter as soon as possible, even if you have

discussed the matter directly with the individual involved. You may report the matter to the club or tournament director, any member of the NASPA Club/Directors Committee, Tournament Committee, or Advisory Board, or the NASPA Community Advocate. The NASPA Community Advocate is a position created by the NASPA Advisory Board specifically to receive and investigate incidents of sexual and gender-based harassment.

Reports made to a club or tournament director about sexual or gender-based harassment during a NASPA-sanctioned event will be dealt with by the director as he/she deems appropriate at the time. The director will then refer the matter to the NASPA Community Advocate (unless requested not to do so by the party making the report, or if the Advocate is the subject of the complaint). Reports to other NASPA committee members will be similarly referred to the NASPA Community Advocate, except as noted.

The NASPA Community Advocate will promptly investigate any report or complaint of sexual or gender-based harassment, subject to any requests for confidentiality you make. The complaint and your identity will be revealed to other NASPA officials and/or committee members strictly on a “need to know” basis. Under no circumstances will you be subject to retaliation for registering the complaint or reporting the conduct. When appropriate and authorized by you, the NASPA Community Advocate will file an incident report with the relevant NASPA committee, for investigation and possible disciplinary action against the offender.

We need your cooperation in immediately reporting conduct which you believe may be any kind of discrimination or harassment.

Incident Report Investigation

Added a sentence to the first paragraph:

Upon receipt of an incident report, the CDC or TC will also investigate the incident and shall levy such sanctions against any of the involved parties as it deems appropriate. The committee will endeavor to complete its incident report investigation within 3 weeks from the date the report is received. The committee shall investigate the incident as it deems appropriate under the circumstances, but such investigation shall ordinarily proceed as follows:

Special Circumstances

Modified the 2nd paragraph:

In the event that a player is subject to sexual or gender-based harassment, they may report it in any of the ways outlined in the Sexual and Gender-Based Harassment Policy above. In the event that a player is subject to other kinds of harassment, and is uncomfortable reporting the harassment to the on-site director, they may report it to a NASPA Advisory Board member or Executive Committee member, either in person, by phone, or in writing.