

Appendix A

Hawk Masters Swim Association Code of Conduct

Hawk Masters Swim Association (HMSA) is committed to providing a safe and inclusive environment where all individuals are treated with respect. The Code of Conduct below applies to every HMSA member including board members, and general members. Its purpose is to set a basic standard of behavior to prevent conflict and to help resolve differences when they occur.

HMSA members make a reasonable effort to:

- Respect all association members regardless of their gender identity, race, age, color, physical appearance, religion, national origin, ethnicity, gender, marital status, or physical/mental disability, as outlined in HMSA's anti-harassment policy.
- Create an inclusive environment by welcoming new members, introducing ourselves to new members and listening to one another.
- Speak kindly to one another and stay positive while working with other HMSA members and respect other views.
- Act professionally when interacting with the staff members at the facilities HMSA uses for official HMSA functions such as socials and meetings.
- Participate in and volunteer for HMSA committees, social events, fundraisers, or any other official HMSA events. No one, especially board members, shall publicly discourage another member from participating in HMSA events, running for the board or other leadership roles.
- HMSA members will comply at all times with member policies, by-laws, rules and regulations of HMSA as adopted and amended from time to time, and with any contracts or agreements executed by HMSA.
- HMSA prioritizes the safety of its members and encourages all members to follow any rules and regulations of a facility being used by HMSA.
- Respect the confidentiality of personal or privileged information. Such information should only be shared with consent.
- Provide feedback to contactHMSA@gmail.com. HMSA works as a community because of the many perspectives and efforts of the entire membership.

HMSA Member Diversity and Harassment Policy

Hawk Masters Swimming Association (HMSA) is committed to providing a safe and inclusive environment where all individuals are treated with dignity and respect. HMSA affirms the right of all its members to be free of sexual harassment and discrimination while participating in official HMSA activities.

Sexual Harassment is any conduct that creates a hostile or threatening environment. Sexual harassment is a form of discrimination. It includes unwelcome conduct which is either of a sexual nature, or which is directed at an individual because of that individual's sex which creates an intimidating, hostile or offensive environment. Sexual harassment can include but is not limited to, words, signs, jokes, pranks, intimidation or physical violence which are of a sexual nature or which are directed at an individual because of that individual's sex. It may also include unwanted verbal or physical advances, sexually explicit derogatory statements.

Discrimination is treating someone different based on the group, class, or category to which the person belongs, whether actual or perceived, rather than on individual attributes. Discrimination or discriminatory behavior includes, but is not limited to, name calling, unwanted physical or sexual contact, or other behavior that intentionally demeans a person based on her or his race, age, color, physical appearance, sexual orientation, gender identity, physical appearance, religion, national origin, ethnicity, gender, marital status, or physical/mental disability.

Sexual harassment and discrimination are offensive, a violation of our policies, and is unlawful. HMSA will not tolerate any sexual harassment or discrimination. Reports of sexual harassment or discrimination will be investigated by the Executive Board. Association members engaging in harassment or discriminatory behavior while participating in association activities may be barred from future association participation.

If you feel you have been the victim of harassment or discrimination, have witnessed harassment or discrimination, please contact the Board President at contactHMSA@gmail.com. Your feedback will be kept confidential and directed to the appropriate board members for resolution.