



## Code of Conduct

- 1. Democracy.** We are a small, volunteer-run club that operates as a democracy. This is not a play-and-go-home kickball club. Involvement in this organization is vital to our success and growth; through lack of member input, we would eventually stop running altogether. Everyone is encouraged to show up early, stay late, watch other team's games, and hang out at the sponsor bar afterward!
- 2. Commitment.** Teams **MUST** show up to each of our 20 games, May through August. When making the schedule, we try to take into account major holidays and other events, such as Ducks and Beavers games and Hood-to-Coast. The schedule is then distributed by early April in order to help teams plan around conflicts. Occasional subs are allowed (this is explained in the rules), but please respect each other's time by fielding a team for every game.
- 3. Being non-profit.** We only collect dues in the amount required to run a 20 game season; there is **NO** additional profit. Every penny that comes in goes back to the club and its members, covering the costs of fields, doubleheader days, equipment, etc.
- 4. Volunteerism.** As a non-profit, we can only be successful if there is an active volunteer base that all teams contribute to. We also strive to be an active part of the greater Portland community. We ask every team to volunteer at community events throughout the year as well as at the field. We ask every team to provide at least three refs. We also **HIGHLY** encourage teams to share the responsibility for setting up (and breaking down) the fields and to join our various committees, including social, fundraising, and rules.
- 5. Community.** Because we are a small group of about 300 people, we are able to get to know each other pretty easily. This means teams and individual members are held accountable for our actions. We cheer at the bar, on the field, and on the chat board when people do awesome things, but do something not-so-awesome and there will be jeers too. Also, as part of the larger Portland community, we are always expanding both our participation in community events as well as fundraising within the club.
- 6. Issues.** Issues are inevitable to arise and will be handled by the board on a case by case basis. Please raise any concerns to the chair or any board member you can find and talk to. We will work through the issue and handle it as best we can to be fair to all parties involved. Ultimately the good of the league will always come first as we can't be liable or allow players to feel unsafe. Physical violence, emotional violence, sexual harassment and/or assault will never be tolerated and will result in swift action that will lead to suspension or banishment from the league. Please play nicely with others!
- 7. Rules.** Our rules are different than other kickball organizations and carefully considered when we make them. Please review them. Among many others, we use 2 home plates, have a maximum of 10 players in the field, and require a team to have a minimum of 3 players of each gender.
- 8. Balance.** Please strive to keep a balance between "fun" and "competitive." We all have different reasons for wanting to play kickball and we ask our teams to respect and appreciate these differences.
- 9. Evolution.** Finally, as a small club, changes and results can happen pretty rapidly. If you don't like something, say something! Everyone has a voice in this organization and is encouraged to share ideas for improvement and plans for how to implement them.