

ALBERTA TABLE TENNIS ASSOCIATION (ATTA)

HARASSMENT AND DETRIMENTAL CONDUCT POLICY

(Updated October 2025)

1. Purpose

The Alberta Table Tennis Association (ATTA) is committed to providing a safe, respectful, and inclusive environment for all individual involved in table tennis in Alberta. This policy defines and prohibits harassment, intimidation, defamation, and other conduct that undermines the integrity, order, or lawful governance of the association.

2. Scope

This policy applies to all ATTA members, affiliated clubs, non-member individuals or organizations who interreact with ATTA, ATTA directors, officers, volunteers, and staff, and participants or spectators at ATTA-sanctioned events. It covers conduct during any ATTA-related activity or communication.

3. Definitions

Harassment: Any unwelcome behavior or pattern of conduct that demeans, intimidates, or threatens others. Examples include abusive communications, baseless accusations, or online attacks.

Defamation and False Allegations: Making or spreading false or misleading claims that harm the reputation or credibility of ATTA or its representatives.

Detrimental Conduct: Any act or communication that disrupts and interferes with ATTA's lawful operations, governance, or reputation.

Non-member Interference: Actions by individuals or groups not in good standing with ATTA who attempt to disrupt and influence governance, call unauthorized meetings, or harass ATTA officials.

4. Prohibited Conduct

Harassment or intimidation of ATTA officials; false or defamatory statements; interference in governance or events; disregard of bylaws or court rulings; and retaliation against complainants.

5. Reporting and Complaints

Complaints should be submitted in writing to the ATTA President or Secretary, including details of the incident and evidence if available. Anonymous complaints will be reviewed as possible.

6. Investigation and Resolution

ATTA will conduct fair and confidential investigations. Both parties may provide input. The Board will review findings and take appropriate action.

7. Consequences

Actions may include warnings, suspension, expulsion, restriction from events, cease-and-desist notices, notification to Table Tennis Canada, or legal action.

8. Relationship with Laws and Governing Bodies

This policy aligns with ATTA bylaws, Alberta and Canadian law, relevant court orders, and Table Tennis Canada directives. Legal and national directives take precedence.

9. Education and Communication

ATTA will publish this policy, educate members, and review it periodically to ensure compliance and effectiveness.

Appendix A: Code of Conduct Summary

Member Expectations: Members must act with honesty and respect, follow bylaws, and use proper channels for concerns.

Non-Member Conduct: Non-members must communicate respectfully, and refrain from harassment or misinformation. Under the Societies Act, non-members must recognize they have **no governance standing** to demand changes, submit motions, attend members meetings, or challenge the association's internal affairs.

Board and Volunteer Conduct: ATTA directors and volunteers must uphold integrity, avoid conflicts of interest, and maintain confidentiality.

Enforcement: Violations may result in discipline, suspension, or legal authorities.

This policy comes into effect as approved by the Board of Directors.