



## **EMPLOYEE-ATHLETE CODE OF CONDUCT**

### **“THE WFA WAY”**

At WFA, our mission is to strengthen company culture through sports by investing in the lifelong success of Employee-Athletes. We do this by ensuring safe, structured, authentic sports environments that promotes teamwork, healthy competition, and inclusion.

We are committed to ensuring our 4 core values fuel everything we do!

#### **1. Embracing Diversity**

WFA is committed to being an inclusive professional environment where all participants can learn, grow, and have fun.

#### **2. Healthy Competition**

Whether you are a beginner or advanced player, WFA has a place for you. We promote healthy competition based on skill and experience, not age or gender.

#### **3. Safety and Sportsmanship**

The safety of our Employee-Athletes is a top priority for us at WFA. We want everyone to feel comfortable playing and encourage all our Employee-Athletes to respect their teammates, officials, opponents, and the rules of the game.

#### **4. Spirit**

We are passionate about the power of sports at all levels and how it can apply to the workplace. We believe spirit fuels everything we do, and why should your company sports experience be any different?

#### **Conduct Policy Statement**

Employee-Athletes of Workforce Athletics (WFA) are expected to represent themselves, their team, their company and the league with honesty, integrity, and positive character. Participation on a WFA team is a privilege, not a right, and should be treated as such.

#### **Employee-Athlete’s Role and Expectations:**

*Employee-Athletes are expected to uphold the following standards to help us ensure that all participants are safe and given the opportunity to play.*

- Be respectful of officials, coaches, teammates, opponents, WFA staff, and fans.
- Have FUN!
- Maintain the integrity of the game for all those involved by exhibiting positive

- sportsmanship.
- Be aware of your surroundings and know your limits.
  - Follow all WFA league Rule and Regulations in addition to our partner facility guidelines (see Employee-Athlete Code of Conduct).
  - Represent WFA and their parent company/organization with honesty, integrity, and positive character.

**Acts of unsportsmanlike conduct include, but are not limited to:**

Striking or attempting to strike or otherwise physically abusing an official, opposing coach, spectator or athlete.

1. Intentionally, or with careless disregard for one's conduct, inciting participants or spectators to violent or abusive action.
2. Using obscene gestures or profane or unduly provocative language or action toward an official, coach or spectator.
3. Use any form of verbal abuse, verbally threatening behavior, or inappropriate behavior, when communicating with other athletes, coaches, referees or WFA staff on WFA's website or mobile app.
4. Any inappropriate behavior conducted outside of a WFA league game, facility or website and app technology platform, that could negatively impact the experience for other athletes, coaches, referees, fans or WFA staff will also be investigated and the appropriate action taken.
5. All violators shall be subject to suspension, and/or removal from the property, and also any potential further action that may be required including reporting the incident to the athlete's company.

**Violence**

Athletes and guests may not engage in violent acts, including assaults on persons or property or any other conduct prohibited by law or WFA policy. The WFA may, in its discretion, immediately suspend athletes from a team and prohibit them from participating in practice and competition in the event an athlete is guilty of inappropriate behavior.

**Alcohol and Drug Use**

The use of alcohol or drugs while involved in any team-related activity is prohibited.

**Facility Use**

When visiting practice and game facilities, players are expected to portray a positive image at all times as they are representative of both the WFA and their company/organization.

**Remaining Informed of Expectations and Policies**

Players are responsible for their own behavior and for reading, understanding, and abiding by the applicable policies. Failure to comply may lead to, but are not limited to, verbal and written warnings, suspension from a game, and suspension from league play.