



Paralyzed Veterans of America

Wisconsin Chapter

Code of Conduct and Member in Good Standing Policy



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CODE OF CONDUCT AND MEMBER IN GOOD STANDING POLICY

The Paralyzed Veterans of America – Wisconsin Chapter (PVA-WI) is committed to providing a safe, inclusive, respectful, and sportsmanlike environment for all athletes, members, coaches, volunteers, staff, sponsors, and spectators participating in PVA-WI-sponsored programs and events.

This policy establishes the standards of conduct expected of all participants, outlines behaviors that are inconsistent with those standards, and identifies the disciplinary actions that may result from misconduct. Participation in PVA-WI-sponsored programs and events is a privilege—not a right—and is contingent upon maintaining status as a Member in Good Standing.

Participant Expectations

All participants are expected to:

- Treat fellow participants, coaches, volunteers, staff, officials, sponsors, and spectators with dignity, courtesy, and respect.
- Demonstrate honesty, integrity, good sportsmanship, and professionalism at all times.
- Comply with all event rules, facility policies, safety requirements, and instructions provided by PVA-WI staff, volunteers, officials, and host organizations.
- Conduct themselves in a manner that promotes a safe, welcoming, and inclusive environment.
- Respect the property of PVA-WI, host organizations, lodging facilities, transportation providers, sponsors, and fellow participants.
- Refrain from abusive, threatening, harassing, discriminatory, or profane language or behavior.
- Represent PVA-WI in a manner that reflects positively on the organization, its mission, and the adaptive sports community.
- Comply with all applicable federal, state, and local laws.
- Cooperate with PVA-WI staff and volunteers in matters involving participant safety, welfare, and program administration.

Safety and Assumption of Risk

- Participants acknowledge that adaptive sports and recreational activities involve inherent risks, including the possibility of injury, illness, disability, property damage, or death. Participants are expected to conduct themselves in a manner that minimizes risks to themselves and others and to comply with all safety instructions and directives issued by PVA-WI personnel, event officials, and host facilities.
- This policy is intended to supplement—not replace—the provisions contained in any PVA or Move United Waiver & Release of Liability Agreement. By participating in PVA-WI-sponsored activities, participants acknowledge that they voluntarily assume the inherent risks associated with adaptive sports and recreational activities as outlined in that agreement.

Prohibited Conduct

The following conduct is prohibited and may result in disciplinary action, including suspension or loss of Member in Good Standing status:

- Physical violence or threats of violence.
- Verbal abuse, bullying, intimidation, or harassment.
- Discrimination based on disability, race, color, religion, nationality, age, sex, or any other protected status.
- Sexual harassment or other inappropriate sexual conduct.
- Theft, vandalism, or intentional destruction of property.
- Possession, use, sale, or distribution of illegal drugs.
- Being under the influence of alcohol or controlled substances in a manner that endangers oneself, others or disrupts a program or event.
- Fighting or intentionally provoking physical altercations.
- Dishonesty, fraud, or misrepresentation related to PVA-WI activities.
- Repeated refusal to follow staff instructions or comply with safety requirements.
- Conduct that jeopardizes the safety, welfare, reputation, property, or mission of PVA-WI.
- Conduct resulting in removal from a venue, lodging facility, transportation service, or event by event management, host organizations, venue personnel, security, or law enforcement.

This list is representative but not exhaustive. PVA-WI reserves the sole discretion to determine whether conduct not specifically identified above is inconsistent with the organization's mission, values, safety standards, or expectations for participation.

Member in Good Standing

Participation in PVA-WI-sponsored programs and events requires that an individual remain a Member in Good Standing.

A member may be determined to be Not in Good Standing if the Executive Director, Board of Directors, committee member or committee director determines that the member has committed a significant violation of this policy or has engaged in conduct inconsistent with the mission, values, safety standards, or reputation of PVA-WI.

Nothing in this policy limits PVA-WI's authority to take immediate action when necessary to protect the safety of participants, volunteers, staff, or the organization.

Disciplinary Actions

Immediate Actions

Depending on the nature and severity of the misconduct, PVA-WI may take one or more of the following actions:

- Issue a verbal or written warning.
- Remove the participant from a practice, competition, meeting, or event.
- Require the participant to leave an event venue, lodging facility, or transportation service.
- Suspend participation pending review or investigation.
- Refer the matter to law enforcement or other appropriate authorities when warranted.

Suspension and Loss of Good Standing

A participant determined to be Not in Good Standing may be suspended from participation in all PVA-WI events.

During the suspension period, the participant shall be:

- Ineligible to participate in PVA-WI-sponsored activities and events.
- Ineligible to receive PVA-WI financial assistance, sponsorships, grants, reimbursements, scholarships, travel support, etc.
- Prohibited from representing PVA-WI at competitions, conferences, public events, or other official functions.

Unless otherwise determined by the Board of Directors, the minimum suspension period shall be twelve (12) months from the effective date of the disciplinary action.

PVA-WI reserves the right to impose longer suspensions, additional conditions for reinstatement, or permanent exclusion from participation when warranted by the severity or nature of the misconduct.

Review and Reinstatement

Reinstatement following suspension is not automatic.

To be considered for reinstatement, the participant must:

- Submit a written request for reinstatement to PVA-WI.
- Demonstrate compliance with all conditions imposed as part of the disciplinary action.
- Demonstrate a willingness and commitment to comply with this policy in the future.

The appropriate Committee and/or Board of Directors shall review the request and determine, in their sole discretion, whether reinstatement is appropriate.

Reinstatement shall be granted only when PVA-WI determines that doing so is in the best interests of participant safety, organizational integrity, and the continued success of its programs.

The decision of the Board of Directors regarding reinstatement shall be final.

Acknowledgment

Participation in any PVA-WI-sponsored program or event constitutes acknowledgment that the participant has read, understands, and agrees to comply with this Code of Conduct and Member in Good Standing Policy.

Participants further acknowledge that violations of this policy may result in disciplinary action, including removal from an event, suspension, loss of Member in Good Standing status, ineligibility for PVA-WI-sponsored programs and financial assistance, additional conditions for reinstatement, permanent exclusion from participation, etc.

Note: References to inherent risk, hazardous activities, and voluntary assumption of risk are derived from the Move United Waiver & Release of Liability Agreement and are intended to complement—not supersede—that agreement. In the event of any conflict, the terms of the applicable waiver or governing law shall control.