THE EMPOWER PLAY PROJECT FOUNDATION

501(c)(3) Nonprofit Organization

Official Non-Discrimination and Code of Conduct Policy

Women's Indoor Cricket League

Effective Date: March 16, 2026

Version: 1.0

Executive Summary

This Non-Discrimination and Code of Conduct Policy establishes mandatory standards of behavior for all participants, including board members, executive leadership, directors, officers, organizational representatives, players, teams, coaches, captains, volunteers, officials, spectators, sponsors, and other individuals involved in TEPP Foundation activities.

Key Conduct Expectations

All participants are required to:

- Treat others with respect, dignity, and sportsmanship.
- Promote a safe, inclusive, and welcoming environment.
- Comply with league rules, venue requirements, and organizational policies.
- Act with integrity both in person and online.
- Support TEPP Foundation's mission, values, and reputation.

Zero-Tolerance Policy

TEPP Foundation maintains a zero-tolerance policy for:

- Harassment.
- Bullying.
- Discrimination.
- Violence.
- Threats.
- Intimidation.
- Retaliation.
- Hate speech.
- Sexual misconduct.
- Unsportsmanlike conduct.
- Conduct that jeopardizes participant safety or harms TEPP Foundation's reputation.

Violations may result in immediate disciplinary action, including suspension, removal, permanent exclusion from current and future TEPP Foundation programs, and referral to law enforcement or other authorities, as appropriate.

Reporting, Investigation, and Enforcement Workflow

All concerns involving harassment, discrimination, bullying, violence, retaliation, safeguarding issues, safety concerns, or other policy violations should be reported promptly using the following process:

1. 1. Immediate danger or emergency: Contact emergency services 911 or the applicable

local emergency number immediately. After emergency services have been contacted and it is safe to do so, notify TEPP Foundation.

2. 2. Urgent safety or safeguarding concern: Contact TEPP Foundation as soon as practicable

so protective measures can be considered and implemented.

3. 3. General complaints or policy violations: Submit a report to TEPP Foundation by email.

The Empower Play Project Foundation TEPP Foundation

Email: info@empowerplayproject.org

Investigation and Resolution Timeline

- Reports will generally be acknowledged within five 5 business days.
- A preliminary review will generally begin within ten 10 business days.
- Investigations will generally be completed within thirty 30 calendar days, although

complex matters may require additional time.

- Written notice of the outcome, subject to privacy and legal considerations, will generally

be issued within ten 10 business days after the investigation concludes.

TEPP Foundation may review documents, communications, photographs, videos, social media content, and other relevant information; conduct interviews; consult advisors or legal counsel; and implement interim protective measures when necessary. Individuals accused of misconduct will generally receive notice of the allegations and a reasonable opportunity to respond unless doing so would compromise safety, legal obligations, or the integrity of the review.

Failure to cooperate with an investigation may result in disciplinary action.

Disciplinary Consequences

Depending on the nature and severity of the violation, TEPP Foundation may impose one or more of the following actions:

4. 1. Verbal Warning
5. 2. Written Warning
6. 3. Probation
7. 4. Suspension
8. 5. Removal from the Current Season
9. 6. Permanent Ban from TEPP Foundation Programs

Immediate suspension, removal, or permanent exclusion may occur for serious misconduct, including violence, threats, harassment, discrimination, retaliation, sexual misconduct, hate speech, significant safeguarding violations, serious social media misconduct, or conduct that endangers participant safety.

No refunds will be issued for disciplinary removals.

1. Purpose

The Empower Play Project Foundation “TEPP Foundation” is a registered 501c3 nonprofit organization dedicated to empowering women through sport, community engagement, leadership development, and mental wellness.

This Non-Discrimination and Code of Conduct Policy establishes behavioral standards applicable to all participants, including board members, executive leadership, directors, officers, organizational representatives, players, teams, coaches, captains, volunteers, officials, spectators, sponsors, and other individuals involved in TEPP Foundation activities, including leagues, tournaments, events, fundraisers, practices, meetings, and programs.

Participation in any TEPP Foundation activity constitutes acknowledgment and acceptance of this policy.

Board members, executive leadership, directors, officers, and organizational representatives are expressly bound by this Non-Discrimination and Code of Conduct Policy when acting on behalf of TEPP Foundation or participating in its activities. They are subject to the same behavioral expectations, reporting obligations, investigation procedures, non-retaliation requirements, and applicable disciplinary measures as other covered individuals. Leadership status does not provide an exemption from accountability. Any concern involving a leader should be reviewed impartially, with appropriate management of conflicts of interest.

2. Mission and Core Values

TEPP Foundation is committed to fostering an environment grounded in:

- Respect.
- Inclusion.
- Integrity.
- Sportsmanship.
- Accountability.
- Safety.
- Empowerment.
- Community.

All participants shall always uphold these values.

3. Definitions

For purposes of this policy:

Harassment

Unwelcome verbal, written, physical, visual, or electronic conduct directed toward an individual or group that creates or contributes to an intimidating, hostile, offensive, or disruptive environment.

Bullying

Repeated or severe conduct intended to intimidate, humiliate, threaten, exclude, or harm another individual physically, emotionally, socially, or psychologically, including cyberbullying.

Discrimination

Adverse treatment based on a protected characteristic, including race, color, ethnicity, national origin, religion, age, disability, marital status, pregnancy, gender, gender identity or expression, sexual orientation, citizenship status, socioeconomic status, or any other characteristic protected by applicable law.

Retaliation

Any adverse action taken against an individual for reporting misconduct, raising a concern, participating in an investigation, supporting a complaint, or exercising rights under this policy. Examples include threats, intimidation, exclusion, harassment, or other adverse treatment.

Misconduct

Conduct that violates this Non-Discrimination and Code of Conduct Policy, league rules, organizational policies, applicable laws, or TEPP Foundation standards relating to respect, safety, integrity, and sportsmanship. Examples include harassment, bullying, discrimination, violence, threats, retaliation, sexual misconduct, and unsportsmanlike conduct.

Spectator Misconduct

Conduct by a spectator that disrupts league activities, compromises safety, interferes with gameplay, harasses others, violates venue rules, or otherwise violates this policy.

4. Zero-Tolerance Policy

TEPP Foundation’s zero-tolerance policy is set forth in the Executive Summary above and applies throughout this Non-Discrimination and Code of Conduct Policy. All prohibited behaviors and disciplinary consequences described in that section are incorporated into and enforceable under this policy.

5. Player Code of Conduct

All players shall:

Respect Others

- Treat teammates, opponents, officials, volunteers, and spectators with respect.
- Demonstrate professionalism and sportsmanship at all times.

Play Fair

- Comply with league rules and regulations.
- Compete honestly and ethically.
- Respect officiating decisions.

Maintain Safety

- Use equipment responsibly.
- Comply with venue safety requirements.
- Promptly report injuries and unsafe conditions.

Represent TEPP Foundation Positively

- Conduct themselves appropriately during and outside league activities.
- Refrain from behavior that may adversely affect the organization's reputation.

6. Team Captain and Team Responsibilities

Captains and team representatives shall:

- Lead by example.
- Promote respectful conduct.
- Ensure players understand league rules and requirements.
- Assist in resolving conflicts.
- Cooperate fully with investigations.
- Support TEPP Foundation's mission and values.

Teams may be held accountable for repeated misconduct by associated players, coaches, or spectators.

7. Anti-Discrimination Policy

TEPP Foundation prohibits discrimination based on:

- Race.
- Color.
- Ethnicity.
- National origin.
- Religion.
- Age.
- Disability.
- Marital status.
- Pregnancy.
- Gender.
- Gender identity or expression.
- Sexual orientation.
- Citizenship status.

- Socioeconomic status.
- Any legally protected characteristic.

Discriminatory remarks, gestures, actions, communications, or social media content are strictly prohibited.

8. Harassment, Abuse, and Bullying

The following conduct is prohibited:

Verbal Abuse

- Insults.
- Name-calling.
- Threats.
- Offensive language.
- Public humiliation.

Emotional Abuse

- Intimidation.
- Manipulation.
- Exclusion.
- Repeated hostile conduct.

Bullying and Cyberbullying

- Harassing messages.
- Online attacks.
- Coordinated harassment.
- Defamatory statements.
- Sexual Harassment
- Unwelcome advances.
- Sexual comments.
- Inappropriate messages.
- Unwanted physical contact.

Violations may result in immediate suspension or permanent removal from participation.

9. Violence and Threats

The following conduct is prohibited:

- Physical assault.
- Fighting.
- Threats of violence.
- Aggressive confrontation.
- Property damage.
- Throwing equipment.

- Intimidation.

Violations may result in:

- Immediate ejection.
- Suspension.
- Permanent ban.
- Referral to law enforcement.

10. Social Media and Online Conduct Policy

All participants are expected to act responsibly online.

The following conduct is prohibited:

- Harassing players, teams, volunteers, officials, sponsors, spectators, or other

participants.

- Discriminatory content.
- Defamatory or knowingly false statements.
- Public attacks directed at TEPP Foundation participants.
- Disclosure of confidential league information.
- Content intended to damage TEPP Foundation's reputation.

Social Media Enforcement

TEPP Foundation may investigate online conduct occurring during or outside league activities when such conduct affects:

- Participant safety.
- League operations.
- Team relationships.
- Organizational reputation.
- Community trust.

Serious violations may result in:

- Immediate suspension.
- Removal from the current season.
- Permanent ineligibility for future participation.
- Loss of team privileges.

11. Spectator Code of Conduct

Spectators are expected to help maintain a safe and positive environment.

Spectators Must

- Respect players, officials, volunteers, and other spectators.
- Remain in designated viewing areas.

- Comply with venue rules.
- Support participants in a positive manner.

Spectators May Not

- Use abusive or discriminatory language.
- Harass players or officials.
- Interfere with gameplay.
- Enter playing areas without authorization.
- Create safety risks.
- Engage in disruptive conduct.

Spectator Violations

Spectators may be:

- Warned.
- Removed from the venue.
- Suspended from future events.
- Permanently barred from TEPP Foundation events.

Teams may also be subject to disciplinary action for misconduct by associated spectators.

12. Non-Retaliation Policy

Retaliation against any individual who reports misconduct or participates in an investigation is strictly prohibited.

Examples include:

- Threats.
- Exclusion.
- Harassment.
- Intimidation.
- Adverse treatment.

Violations may result in immediate disciplinary action.

13. Reporting, Investigation, and Enforcement Process

The reporting, investigation, disciplinary, and timeline requirements set forth in the Executive Summary constitute TEPP Foundation's official enforcement workflow and apply to all complaints under this policy, including safeguarding concerns unless a more protective response is required by law or safety considerations.

Participants are encouraged to report harassment, discrimination, violence, bullying, retaliation, safeguarding concerns, safety issues, and other policy violations promptly using the contact information provided in the Executive Summary.

TEPP Foundation may implement interim protective measures at any stage of the process to protect participants, preserve the integrity of a review, or satisfy legal obligations. Such measures do not constitute a determination of responsibility.

14. Appeals Process

Participants subject to disciplinary action may submit an appeal. The appeals process is intended to provide a fair review while protecting the safety and integrity of TEPP Foundation programs.

Timeline for Filing an Appeal

- Appeals must be submitted in writing within ten 10 business days of receipt of the

disciplinary decision.

- Late appeals may be denied unless exceptional circumstances are demonstrated

and accepted by TEPP Foundation.

Required Appeal Format

An appeal must include:

- The participant's full name and team affiliation, if applicable.
- The date of the disciplinary decision.
- A clear explanation of the basis for the appeal.
- Any supporting documents, evidence, or witness information.
- The requested outcome or remedy.

Appeals shall be submitted using the contact information designated by TEPP Foundation

Appeal Review

- Appeals will be reviewed by individuals designated by TEPP Foundation who were

not primary decision-makers in the original matter whenever reasonably practicable.

- Reviewers may examine investigation records, supporting documentation, and any

new information submitted.

- Additional information may be requested as necessary.

Appeal Decision Timeline

- Appeals will generally be acknowledged within five 5 business days.
- A decision will generally be issued within thirty 30 calendar days of receipt unless

additional time is reasonably necessary.

Possible Outcomes

TEPP Foundation may:

- Uphold the original decision.
- Modify the disciplinary action, including increasing or decreasing sanctions.
- Overturn the decision in whole or in part.
- Return the matter for further investigation or review.

Appeal decisions are final and binding within the TEPP Foundation disciplinary process.

15. Safeguarding of Minors and Vulnerable Participants

TEPP Foundation is committed to protecting minors and vulnerable participants from abuse, neglect, exploitation, harassment, bullying, grooming, and physical, emotional, psychological, or sexual misconduct.

Participant Protection Standards

All participants, volunteers, coaches, officials, staff, and spectators shall:

- Prioritize the safety and well-being of minors and vulnerable participants.
- Maintain appropriate boundaries.
- Avoid unnecessary one-on-one situations when reasonable alternatives exist.
- Refrain from conduct that may reasonably be perceived as abusive, exploitative,

coercive, or inappropriate.

- Immediately report concerns involving a minor or vulnerable participant.

Mandatory Reporting Expectations

Any individual who witnesses, suspects, receives information regarding, or otherwise becomes aware of potential abuse, neglect, exploitation, endangerment, sexual

misconduct, grooming, self-harm risk, or other safeguarding concerns involving a minor or vulnerable participant is expected to report the concern promptly to TEPP Foundation.

Nothing in this policy prevents reporting directly to law enforcement, child protective services, adult protective services, emergency responders, or other appropriate authorities. Individuals who are mandatory reporters under applicable law must comply with all legal reporting obligations.

Safeguarding Response

Safeguarding concerns shall be reported and handled through the enforcement workflow described in Section 13 and the Executive Summary. TEPP Foundation may take immediate protective action, including restricting participation, separating involved individuals, contacting parents, guardians, caregivers, emergency contacts, or authorities, and implementing interim safety measures as appropriate.

If there is an immediate threat to health or safety, participants should contact emergency services 911 or the applicable local emergency number before or in addition to notifying TEPP Foundation.

Non-Retaliation and Confidentiality

TEPP Foundation prohibits retaliation against any individual who, in good faith, reports a safeguarding concern or participates in a review or investigation. Reports will be handled as confidentially as reasonably possible, consistent with safety requirements, legal obligations, and investigative needs.

16. Nonprofit Compliance and Safeguarding

As a 501c3 nonprofit organization, TEPP Foundation is committed to:

- Ethical governance.
- Participant protection.
- Equal opportunity participation.
- Compliance with applicable laws.
- Safe sporting environments.
- Responsible stewardship of charitable resources.
- Protection of its mission and reputation.

17. Governing Law and Jurisdiction

This Non-Discrimination and Code of Conduct Policy and all matters arising out of or relating to participation in TEPP Foundation programs, events, leagues, or activities shall be governed by and construed in accordance with the laws of the state in which TEPP Foundation maintains its principal place of business, without regard to conflict-of-law principles.

Venue for Disputes

To the fullest extent permitted by applicable law, any legal action, claim, or proceeding arising out of or relating to this policy or participation in TEPP Foundation activities shall be brought exclusively in the state or federal courts located in the county and state of TEPP Foundation's principal place of business. Participants consent to the personal jurisdiction of such courts and waive any objection based on venue or forum non conveniens.

Legal Compliance Framework

TEPP Foundation administers and enforces this Non-Discrimination and Code of Conduct Policy in accordance with applicable federal, state, and local laws, nonprofit governance requirements, safeguarding obligations, and organizational policies. Nothing in this policy shall be interpreted.