



CODE OF CONDUCT

(Last Updated March 2025)

Big D Powderpuff Tackling Alzheimers, Inc. (“**BvB Dallas**”) is committed to establishing good sportsmanship and developing a healthy environment for competition, fundraising, and the pursuit of BvB Dallas’ mission of creating awareness for Alzheimer’s disease and supporting Alzheimer’s service and research organizations. As a team of participants, we work together and abide by this “**Code of Conduct**” to ensure our mission is successful.

BvB Dallas “**Participants**” include:

1. Players, coaches, and other members of Team Pink or Team Blue,
2. Persons serving in a leadership role within BvB Dallas,
3. Alumni representing BvB Dallas at any event affiliated with BvB Dallas, and
4. All other BvB Dallas volunteers and participants.

Each Participant agrees to comply with this Code of Conduct, as same may be revised by BvB Dallas from time to time in the discretion of its board of directors. This Code of Conduct applies to BvB Dallas’ annual flag football game, practices, parties, and all other BvB Dallas events and activities (the “**Activities**”). Participants are required to conduct themselves with honesty, fairness, dignity, civility, and respect. Accordingly, each Participant agrees that he or she will at all times and at all Activities:

1. Obey local, state, and federal laws,
2. Exhibit good sportsmanship,
3. Use non-offensive language,
4. Treat teammates, opponents, referees, and all other Participants with courtesy and respect,
5. Notify team captains or head coaches of any occurrence of unsportsmanlike conduct,
6. Refrain from bullying, heckling, jeering, or distracting opponents,
7. Show respect for players who are injured,
8. Never criticize the play of others,
9. Respect the judgment and decisions of BvB board members and officers (even if you disagree),
10. Respect the judgment and decisions of coaches (even if you disagree),
11. Respect the judgment of referees and other game officials (even if you disagree),
12. Never use public forums (including social media) to criticize BvB Dallas or other Participants,
13. Refrain from overindulging in alcohol,
14. Refrain from the use of drugs or other illegal substances,
15. Never intentionally or negligently cause damage or injury to persons or property,
16. Respect off-duty police, security, staff, and other individuals who assist in running Activities,
17. Generally treat others with dignity, fairness, honesty, civility, and respect.

BvB Dallas welcomes and supports persons of all backgrounds and identities. This includes, but is not limited to, Participants of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability. Each Participant will not engage in any discriminatory behavior. If any Participant experiences or witnesses any discriminatory behavior, he or she should report it to team captains, coaches, and/or BvB Dallas officers or board members.

BvB Dallas is committed to maintaining an environment free from sexual harassment. Sexual harassment is any and all sexual conduct that is unwelcome, unwanted, uninvited, or that may be perceived as offensive or humiliating. The following is a non-exhaustive list of the types of behaviors that would constitute sexual harassment and will not be

tolerated:

1. Sexual pranks, or repeated sexual teasing, jokes, or innuendo;
2. Verbal abuse of a sexual nature;
3. Touching or grabbing of a sexual nature;
4. Repeatedly standing too close to or brushing up against a person;
5. Repeatedly asking a person to socialize when the person has declined;
5. Giving gifts or leaving objects that are sexually suggestive;
6. Making sexually suggestive gestures;
7. Making or displaying sexually demeaning or offensive pictures, videos, or other materials;
8. Unwelcome conduct of a sexual nature.

Each Participant will not engage in any sexually harassing behavior. If any Participant experiences or witnesses any sexually harassing behavior, he or she should immediately report it to team captains, coaches, BvB Dallas officers or board members, and/or the police. BvB Dallas will evaluate all incidents and accusations of sexual misconduct and take all reports seriously. BvB Dallas is committed to ensuring that all investigations of sexual harassment are conducted in a prompt, thorough, impartial, and (to the extent reasonably possible) confidential manner.

All alleged violations of this Code of Conduct will be reviewed and investigated by BvB Dallas' board of directors (or a designated committee thereof). Disciplinary action may range from verbal warnings to full termination and ban of the Participant from all Activities. Whether a violation has occurred, and the appropriate disciplinary action to be taken in response to such violation, will be determined by BvB Dallas' board of directors (or a designated committee thereof) in its sole and absolute discretion, taking into account all such factors as it deems appropriate.