



Dundee Sailing and Rowing Club

Code of Conduct

1. Opening Statement

This code of conduct is valid for all Dundee Sailing and Rowing Club members, visitors to our building at Grassy Beach, and guests at sailing, rowing or social activities organised by DSRC. The code applies throughout the duration of DSRC activities, including the preparation, launch and recovery of boats. Misconduct will not be tolerated.

2. About this Code of Conduct

This Code sets out the behavioural standards that are expected of members.

The organisation aims for all members:

1. To enjoy safe participation, without fear of abuse or harm.
2. Be treated with respect and dignity.
3. Not to be discriminated against.
4. To feel able to raise complaints and concerns easily and without fear of reprisal.
5. To know that the affiliate will act on

A breach of this code may result in disciplinary action being taken by Dundee Sailing and Rowing Club. Any breaches should be reported to committee members or the welfare Officer, Charlotte Zanre.

3. Expected behaviour of all members

1. Abide by the rules and policies of the organisation as adopted from time to time.
2. Treat others fairly, and with respect and dignity, including all officials, volunteers, instructors, and coaches, irrespective of their identity, both in person and when communicating online.
3. Be welcoming to everyone,
4. Encourage a culture of inclusivity.
5. Encourage positive and constructive feedback.
6. Recognise and respect the contribution made by the affiliates' volunteers and encourage people to play a full role in the organisation.
7. Understand their role in supporting the culture and success of the organisation.
8. Accept responsibility for their actions and conduct.
9. Use the affiliates' established procedures to raise a concern



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4. Unacceptable Behaviour

1. Engage in any abusive, threatening, bullying or inappropriate behaviour towards anyone at the organisation or allow this behaviour to go unchecked and unreported.
2. Use inappropriate language or behaviour towards participants of the organisation, including, but not limited to, sexually suggestive behaviour/language, unwanted/unnecessary physical contact and language or conduct intending to intimidate or threaten individuals.
3. Engage in any form of sexual harassment.
4. Engage in any form of behaviour that may bring the organisation, or the RYA, into disrepute.
5. Attempt to silence, intimidate or disregard anyone who wishes to raise a concern

5. Reporting & Disciplinary Action

Conduct that makes you feel uncomfortable should be reported to Charlotte Zanre, Welfare Officer, or any committee member.

Any breach of this code may be dealt with in accordance with the organisation's own disciplinary process.

6. Review

Outline your review process here and the frequency of review dates	
Signature:	Date:
Organisation Role	Review date: