



# Code of Conduct

The Royal Air Force Yacht Club (RAFYC) expects all members and their guests to show respect and understanding to each other, treat everyone equally and conduct themselves in a way that reflects the principles and ethos of the club.

## **Members are expected to:**

- Abide by the club's Articles of Associations, Rules and Byelaws
- Follow the club's operating procedures and processes
- Treat all members, staff and visitors with dignity, respect and understanding, regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation
- Avoid the use of language that others may find offensive, whether on club premises, at a club event, or when using the club's social medial channels
- Ensure that their conduct and behaviour does not bring the club into disrepute
- Prioritise the health, safety and well-being of members, staff and visitors.

## **Members can expect to:**

- Feel welcome and valued
- Be respected and treated fairly
- Be listened to and kept informed
- Be involved and contribute towards decisions within the club.

## **Resolving Disputes**

- Where possible, tensions and disputes between members will be resolved informally by encouraging face-to-face discussions at an early stage
- Any complaints against staff must be dealt with in accordance with the Club's Bylaw 1.10
- If disputes cannot be resolved informally, the club's formal disciplinary procedures may be invoked
- The Club's Disciplinary Procedures are set out in the Articles of Association (section 10).

## **Examples of misconduct and unacceptable behaviour are, but not limited to, the following:**

- Failure to comply with the club's Articles of Association Rules and Bylaws, policies or codes of conduct, including health and safety and safeguarding policies
- Aggressive, abusive, threatening or discriminatory language or behaviour (whether physical, verbal or by electronic form)
- Bullying, harassment or intimidation
- Theft or misappropriation
- Deliberate damage to the property of the club or a member
- Assault or deliberate injury to a member, guest or employee
- Excessive use of alcohol
- Harming or placing at risk of harm a child or young person aged under 18 or a vulnerable person
- Conduct, whether within or outside the club which might bring it into disrepute by association.