

# Wivenhoe Sailing Club – Code of Conduct

Wivenhoe Sailing Club (WSC) is run by and for its members. We aim to provide a safe, inclusive, and enjoyable environment where everyone can take part in water-borne and social activities.

This Code applies to everyone involved in the Club, whether afloat, ashore, or online.

This Code sets out the standards of behaviour expected of all members, their guests, and visitors, and it signposts to the procedures and policies that support it.

## 1 General principles

- 1.1 Treat everyone with dignity, courtesy, and respect, regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation.
- 1.2 Respect other people's property and the Club's property.
- 1.3 Prioritise safety, wellbeing, and enjoyment for all participants.
- 1.4 Conduct yourself in a way that reflects the principles of the Club and shows courtesy to all other water users and members of the public.
- 1.5 Respect and protect the environment in line with the Club's Environmental Policy and Procedures.

## 2 Expected behaviour

Members, guests, and visitors should:

- 2.1 Abide by the Club Rules and all operating, safety, safeguarding, data protection, and social media policies.
- 2.2 Use appropriate and respectful language at all times, including online.
- 2.3 Recognise, value, and respect the contribution of volunteers, officers, instructors, and staff — and support others to play a full role in the Club.
- 2.4 Encourage an inclusive and welcoming culture, encourage fair play and support others to enjoy and develop in sailing and other club activities.
- 2.5 Use established procedures to raise concerns or disputes.

## 3 Unacceptable behaviour

- 3.1 Examples of behaviour that will not be tolerated include:
  - Abusive, aggressive, threatening, discriminatory, or intimidating behaviour.
  - Bullying or harassment, including repeated "low-level" aggression.
  - Sexual harassment or unwanted physical/sexualised behaviour.

- Misuse of alcohol or drugs while on duty or operating Club boats.
- Reckless or unsafe sailing that endangers others.
- Theft, vandalism, or deliberate damage to Club or members' property.
- Conduct, inside or outside the Club, that could bring WSC into disrepute.
- Misuse of Club communications or social media.

#### **4 Members can expect**

- To feel safe, welcome, and valued.
- To be treated fairly and with respect.
- Be listened to and kept informed.
- Be involved and contribute towards decisions within the Club.
- To have clear and fair processes for raising and resolving concerns.
- That misconduct will be addressed in line with the Club's Disciplinary Procedure.

#### **5 Linked Policies and Procedures**

- Disciplinary Procedure – sets out how complaints and breaches of this Code will be investigated and addressed.
- Environmental Policy – sets out how members are expected to protect and respect the environment.
- Safeguarding and Welfare Policies – provide additional protections for children, young people, and vulnerable adults.
- Social Media and Data Protection Policies – guide online conduct and responsible use of data.

Note: Breaches of this Code may lead to disciplinary action under the WSC Disciplinary Procedure.

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