



CODE OF CONDUCT

Revision: 1.0

Adopted by the Committee 04/10/18

REVISION HISTORY

Revision Number	Nature of Revision	Date of Adoption
2018	First release.	04/10/18

1 CODE OF CONDUCT

The purpose of this Code of Conduct is to provide club members with an enjoyable and safe environment. It should be read in conjunction with the rules and byelaws of the club.

1.1 Key Principles

1.1.1 North Berwick Rowing Club (NBRC) seeks to operate in an environment where people show respect for others and their property. Respect is defined as consideration for the wellbeing of another person's body, emotions and possessions.

1.1.2 NBRC seeks to operate in an environment which is free from harassment, bullying and victimisation. These terms are defined in Section 2.

1.2 Code of Conduct

1.2.1 The fundamental rules applying to conduct in club settings are those of common sense, consideration of others and understanding of the general ethos of club spirit. Any conduct which could reasonably be foreseen to be to the detriment of these principles will accordingly be deemed unacceptable.

1.2.2 All members of NBRC shall:

- a) be fair, considerate, honest and respectful in the treatment of others and their property
- b) never knowingly harass, bully or victimise others (see Section 2 for definitions)
- c) be welcoming to all new members and prospective members
- d) conduct themselves in a sportsmanlike manner and operate within the rules and spirit of the sport when representing NBRC, both on and off the water
- e) refrain from excessive use of alcohol, acting in a way that becomes a public nuisance, or creating a public disturbance
- f) operate in a non-discriminatory manner that respects equality and fairness
- g) demonstrate a high degree of individual responsibility when dealing with persons under 18 years of age, and act in accordance with the Code of Conduct for Safeguarding Children (see Vulnerable Groups Protection Policy)
- h) abide by all NBRC byelaws and rules

1.2.3 All members of the Committee shall:

- a) uphold NBRC's constitution
- b) make all decisions in the interests of NBRC's membership as a whole

1.2.4 The non-existence of a rule prohibiting specific behaviour does not signify that any form of conduct not specifically prescribed is permissible.

1.2.5 Harassment, bullying and victimisation (as defined in Section 2) shall not be tolerated, and any instances reported to the Committee shall be treated seriously.

1.3 Compliance

1.3.1 Any alleged breach of the above principles should be reported to a member of the Committee for consideration and action where appropriate. This may include disciplinary

North Berwick Rowing Club

action in accordance with Section 4 of the Constitution. All communications will be treated equally, in confidence and without prejudice.

1.3.2 All reports shall be treated seriously, and the raising of false allegations will not be tolerated.

2 DEFINITIONS

The nature of harassment, bullying and victimisation are described in this section. On no account will any of these behaviours be tolerated within NBRC.

2.1 Harassment

2.1.1 Harassment can be defined as any unwanted conduct that violates an individual's dignity or creates an insulting, intimidating, hostile, degrading, humiliating or offensive environment.

2.1.2 Harassment may be persistent, occasional or isolated in nature.

2.1.3 People may be subjected to harassment on a variety of grounds, including:

- a) race, ethnic origin, nationality or skin colour
- b) gender, sexual orientation or sexual identity
- c) religious, political or personal beliefs
- d) physical characteristics
- e) disabilities, impairments or learning difficulties
- f) age

2.1.4 Harassment may take a variety of forms, including:

- a) **Physical** – touching, unnecessary body contact, threatened or actual assault
- b) **Verbal** – lewd or discriminatory jokes, offensive language, threats or ridicule
- c) **Written** – offensive notes, graffiti, letters, inappropriate or abusive e-mails
- d) **Offensive Behaviour** – exclusion, intrusion, indecent exposure, stalking, spying, practical jokes

2.1.5 Whether harassment has taken place is determined by the victim's interpretation of the conduct – not the intention of the perpetrator.

2.2 Bullying

2.2.1 Bullying can be defined as intimidating, offensive, malicious or insulting behaviour or abuse of power which makes the recipient feel undermined, threatened, humiliated or vulnerable, which damages their self-confidence, or which may cause them to suffer stress.

2.2.2 Bullying is sometimes regarded as a form of harassment, and is sometimes considered to be distinct. Regardless of the choice of definition used, all forms of such behaviour are unacceptable at NBRC.

2.2.3 Bullying is often distinguished by persistent abuse; however this does not have to be the case, and incidents may be occasional or isolated.

2.2.4 Examples of bullying behaviour, which NBRC considers to be unacceptable, are listed below. However, note that bullying takes many forms and this list is not exhaustive.

- a) Threatening behaviour or attack, both verbal and physical
- b) Persistent negative attacks on performance
- c) Criticising an individual in front of others
- d) Spreading malicious rumours or allegations
- e) Deliberately and repeatedly blocking a member from participation in a club activity

North Berwick Rowing Club

- f) Abuse of authority or position
- g) Hiding or damaging personal property
- h) Belittling someone's opinion
- i) Coercion, including for sexual favours
- j) Pressure to participate in political or religious groups

2.2.5 Bullying may be non-verbal and can take the form of looks or gestures or be communicated through electronic means.

2.2.6 Whilst bullying may take many forms, a distinction between behaviour that may be unwelcome and bullying must be drawn. For example:

- a) Constructive, fair and respectful criticism is not bullying.
- b) An occasional raised voice or argument is not bullying.
- c) Excluding an individual from a club event is not bullying as long it is on fair and reasonable grounds (for example, all places in a boat were filled on a first-come-first-served basis).

2.3 Victimisation

2.3.1 Victimisation occurs when someone is harassed or bullied because they are believed to have done any of the following:

- a) made or intended to make a complaint or allegation
- b) supported or intended to support someone who has made a complaint or allegation
- c) given or intended to give evidence or information regarding a complaint or allegation