



POLICY AND IMPLEMENTATION PLAN

NAME	Code of Conduct and Ethics
Date of last revision	January 2021
Committee Approval date	
Date of next review	January 2024
Responsibility	Policy Officer

Our Commitment

GLYC is committed to ensuring that our club retains its reputation of being a “family friendly” Yacht Club. The underlying spirit of GLYC lies in the principle of being a “Club” wherein the members are responsible for the Club’s existence, both financially and operationally. Hence it requires the voluntary input of its members in order to maintain the facilities and the smooth function of the club.

Purpose

The purpose of this policy is to outline the expected values, principles, and behaviour for its members and to:

- Assist club members to understand the standards of conduct that are expected of them;
- Promote consistently high standards of behaviour across all activities within our club;
- Ensure the Club fulfils its statutory duty to be ethical, fair and honest to its members;
- Build community trust in the Club and enhance public opinion of the sport of sailing;
- Ensure the safety and welfare of children.
- Ensure that GLYC is enjoyed by all members and guests.

Policy statement

The GLYC seeks to operate in an open and friendly environment, where people show respect for each other, personal property, and property owned and operated by the Club. Each Member should be a positive “role model” and as such, Members shall:

- Be mindful that their actions may affect the safety of all involved in Club activities;
- Act responsibly at all times and accept responsibility for their actions. Each member should understand the possible consequences of breaching GLYC’s rules and regulations and comply with and adhere to any penalty imposed by the Club.
- Treat all persons with respect and courtesy and have proper regard for the dignity, rights and worth of others;
- Be ethical, fair and honest in all their dealings with other people and respect their privacy
- Act in a sportsman like manner and operate within the rules and spirit of the sport when representing the club both on and off the water;
- Abide by the Club Constitution and by-laws;
- Act in accordance with all GLYC Policies
- Comply with and adhere to reasonable directives and requests of Club officers;

Guidelines for Implementation

Policy Adherence:

GLYC has a number of policies that specifically relate to the behaviour and conduct of our members:

- Code of Conduct and Ethics – members
- Code of Conduct – extra guidelines for Committee Members
- Child Safety Policy
- Alcohol Policy

All members should familiarise themselves with these policies and act within their guidelines

The Club Integrity & Privacy

The Committee of Management will maintain the integrity and security of the GLYC's confidential documents and information. In support of this, Members are asked:-

- Not to represent the Club in any dealings, unless authorised by the Committee;
- Not to request preferential treatment or favours from the Club's Management;
- Not to use their membership of GLYC to promote personal beliefs, behaviours, or practices where these are inconsistent with those of the Club.

General Guidelines

Members are asked to refrain from engaging in behaviour which breaches acceptable standards, including but not limited to:

- Excessive use of alcohol
- Inappropriate displays of temper, and use of offensive language
- Any form of discrimination abuse, harassment, ridicule, intimidating or threatening behaviour, whether physical, verbal or sexual including electronic form;
- Cigarette smoking or the use or encouragement of illegal substances within the premises;
- Wilful destruction of property - either that of other members or the club;
- Using mobile phones in a manner that intrudes on the amenity of other members

Guests are made welcome at GLYC. Members bringing guests to the Club are asked to introduce them to members of the Club and show them the facilities available; remain in the company with the guest/visitor whilst on GLYC's premises; make their guests aware of the general expectations surrounding their attendance

GLYC adheres to a casual "dress code". However, All members and guests are asked to dress appropriately in keeping with the standards and traditions of the Club. In particular;

- Hats and caps should be removed within the buildings
- Wet and heavy weather sailing gear is not permitted within the buildings

Non- compliance

This Code is to be read in conjunction with the Policies, Rules, Constitution, and By-laws of the Club. Any disciplinary actions are dealt with under these documents Any breaches to this Code of Conduct

will not be tolerated at GLYC. Any Member or Guest who breaches this Code may be asked to leave or be removed from the club.

Any complaints in respect of a Member's behaviour shall be directed to the Commodore or one of the Flag Officers or the most senior staff member on duty at the time. If a member is found to have breached the Club Laws then they may be brought before a Disciplinary Committee to answer for their actions. Disciplinary actions may result.

Parents and guardians of children whose behaviour is socially unacceptable may be requested to remove them from Club's premises).