**Code of Conduct Policy**

**Rational**

Findochty Water Sports Club (FWSC) is fully committed to safeguarding and promoting the well-being of all its members, ensuring a positive and enjoyable experience for all. The club believes that it is important that everyone associated with the club should, at all times, show respect and understanding for the safety and welfare of others. Therefore, members are encouraged to share any concerns or complaints that they may have about any aspect of the club to the Commodore and Vice Commodore, or in the event that it is one of these persons that the concern or complaint is about; then the Club Secretary and another member of the Committee should be contacted.

**Code of Conduct**

As a member of the FWSC, you are expected to abide by the following code of practice:

* Treat everyone with courtesy and respect and understand that people have different motivations for taking part. This includes in person, in writing, at meetings, when online and when using social media.
* Bullying of any sort will not be tolerated. Bullying includes:
  + offensive, intimidating, malicious or insulting behaviour
  + an abuse or misuse of power that undermines, humiliates, or causes physical or emotional harm to someone
* All members must respect the rights, dignity and worth of all participants regardless of age, gender, ability, race, cultural background, religious beliefs or sexual identity.
* Act with honesty and integrity and in the best interests of the club, ahead of any professional or personal interest.
* Express difference of opinion respectfully.

**Peace-making Process**

Grievances which cannot be resolved between members, may be brought to the committee for assisted mediation. This may be done verbally or in writing. The committee shall consider appropriate measures. If a member continues to break the code of conduct, the committee has the power to suspend or expel a member as per Section 13 of the FWSC constitution.

[www.saferspaces.org.uk](http://www.saferspaces.org.uk)

<https://www.whiteheadrowers.co.uk/policies>

<https://www.acas.org.uk/if-youre-treated-unfairly-at-work/being-bullied>

<file:///C:/Users/julie_t1w/Downloads/Board-Members-Code-of-Conduct.pdf>

<https://scvo.scot/support/running-your-organisation/governance>