



Newcastle University Sailing and Yachting Club Club Code of Conduct

Last Revised: 09/09/19

Newcastle University Sailing and Yachting Club

Behavioural Code of Conduct

The aim of this document is to:

- Provide an outline of the behaviour and conduct that is expected from members of the club.
- To be of guidance to the Committee on actions that should be taken when the code of conduct is broken by a member or group of members of the club.

Introduction

NUSYC is fully committed to safeguarding and promoting the well-being of all its members to ensure their safe, positive, and enjoyable participation in any club activity or event.

All those involved in club activities, whether they are involved as participants, instructors, officials, spectators, or guests are therefore required to adhere to the standards of behaviour set out within this Code of Conduct. This Code of Conduct has been developed to ensure the highest possible standards of competition and sportsmanship as well as promoting fairness, honesty, and positive behaviour in relation to the conduct of all those representing or being associated with the Club.

The Clubs Commitment

NUSYC respect the rights, dignity and worth of every person involved in its activities. The Club is committed to ensuring that members enjoy Sailing in a safe environment; free from discrimination, intimidation, harassment and abuse. The Club believes that it is the responsibility of all its members to challenge discriminatory behaviour and promote equal opportunities.

Affiliations

NUSYC is governed by its constitution and is registered as a sports club under the Student Union of the University of Newcastle Upon Tyne. This Code of Conduct is in addition to, and by no means replaces, the standards and regulations of the Athletic Union, Student Union and the University.

The Club is also affiliated to the British Universities Sailing Association (BUSA) and, through that, to the national authority, the Royal Yachting Association (RYA). The Club abides by the rules and regulations of both bodies regarding all activities and competitions, including club events, safety and welfare.

Complaints

Any complaints must be submitted in writing to the General Committee via the Commodore as soon as practically possible. Complaints are to be treated confidentially and must not be distributed publicly.

Complaints against a member of the General Committee shall be lodged to the Welfare Officer, or, where a further conflict of interest arises, with the AU Executive committee.

The General Committee (or AU Executive committee) will meet to hear any member complaints within 28 days of a complaint being lodged.

Personal Responsibility

Members of the NUSYC are solely responsible for their conduct when representing the Club and University, or taking part in a club activity. All members must therefore act as follows:

- Respect the rights, dignity and values of others.
- Operate within the rules of sailing and its safety guidelines.
- Treat facilities, staff and students at Newcastle University, any other university, Derwent Reservoir Sailing Club, Royal Northumberland Yacht Club or any other Sailing Club, with respect and to abide by any rules that may apply.
- All persons travelling away are expected to uphold the goodwill of Newcastle University, and the Newcastle University Students' Union.
- Be aware of how their actions may be perceived by others.
- Maintain high standards of personal behaviour at all times.
- Conduct oneself in a reasonable manner relating to offensive language and temperament both on and off the water.
- Abstain from any form of bullying or harassment of others. Harassment is defined as any offensive conduct based on a person's race, sex, gender identity, national origin, colour, disability, age, sexual orientation, marital status, religion or any other status protected by law.
- Respect the decisions of officials, making all appeals through the appropriate formal process and respecting the final decision.
- Not condone, or allow to go unchallenged, any form of bullying, harassment or discrimination if witnessed by reporting any incidents to the clubs Welfare Officer (Contact details can be found at the end of this document)
- Abstain from the use of and involvement with illegal substances at all times.
- Not act in an unlawful manner.
- Not encourage or pressure others into acting against this Code of Conduct.
- Understand the repercussions of any breaches of this Code of Conduct.

Disciplinary procedures

The committee reserve the right to discipline a Member who breaches the Club's Code of Conduct, acts in a way unworthy of a Member or in a way injurious to the interests of the Club. The decision is only to be taken after an investigation followed by a hearing with the Member present. Other disciplinary actions are also open to the General Committee in line with the athletic unions disciplinary procedure.

Written notice of any investigation will be provided to the Member within seven days of a complaint being received or the General Committee deciding to take action. The Member will be given at least 14 days' notice in writing of the General Committee meeting at which the disciplinary action is to be discussed, as well as the reasons for the proposed action.

The Member and, at the option of the Member, a representative (who need not be a member of the Club) is allowed to make representations to the meeting. In the event of an expulsion, the excluded Member is required to return all equipment, documents and finances belonging to the Club within 7 days. They are not entitled to any full or partial refund of their annual subscription.

A member who has been excluded, suspended or subject to other disciplinary action by the Club may appeal the General Committee's decision. The clubs committee may decide to proceed with the appeal hearing themselves, or refer the appeal to the AU Executive Committee, which will assess the appeal in consultation with the Club's Commodore (President). NUSYC's committee will hold another hearing with any new evidence and again come to a majority decision. If the appeal is referred to the AU Executive Committee, they will consider all the facts, and their decision will be final.

University members subject to disciplinary action by the Club have the right to lodge a further formal complaint with the University.

Sanctions

By agreeing to the Clubs Code of Conduct, a member of the Sailing and Yachting Club accepts that in the event of a breach of conduct, they can be disciplined by the committee and receive sanctions outlined below.

The following outlines possible sanctions against individuals that can be enforced as a result of a breach of the Code of Conduct being confirmed through the Code of Conducts disciplinary procedure:

- a. Requirement to write a written apology to the appropriate recipient(s)
- b. Restrictions on Club activities/events
- c. Temporary suspension (pending investigation)
- d. Suspension from Club activities/events
- e. Permanent exclusion

Contact Details:

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