

HUDSON YACHT CLUB

CODE OF CONDUCT

For the purpose of this Code of Conduct the term "Member" means all members, guests and employees of the Hudson Yacht Club (the "Club").

On becoming a Member of Hudson Yacht Club or the renewal thereof, each Member shall be bound by the present Code of Conduct, as it may be amended from time to time, and each Member shall be liable to the consequences of a breach of the Code of Conduct. These may include: -

- Suspension or termination from the Club
- And/or legal proceedings – civil or criminal for conduct unlawful under Provincial or Federal law.

Key Principles

Membership of Hudson Yacht Club is a privilege that must be safeguarded by the following principles: Hudson Yacht Club seeks to operate in an environment where people show respect for others and their property. Respect is defined as consideration for the well being of another's body, emotions and possessions, to ensure no damage or deprivation is caused to any of them.

Hudson Yacht Club seeks to operate in an environment, which is free from harassment. Harassment is defined as any action directed at an individual or group, which creates a hostile, intimidating or offensive environment.

Hudson Yacht Club seeks to operate in a non-discriminatory environment. By this it is meant that every Member shall have an equal opportunity and shall receive fair treatment in accordance with the law as well as the Club Rules, By-Laws, procedures and guidelines.

Rules of Behaviour

A Member shall:

- Not knowingly discriminate against, abuse, harass, ridicule or embarrass any other Member.
- Be fair, considerate and honest in all dealings with others.
- Treat all persons with respect, dignity and properly regard their rights and obligations.
- Respect the privacy of other persons.
- Refrain from any form of victimisation towards others.
- Not use offensive language to any Member, visitor attending Hudson Yacht Club or any of their events.
- Not denigrate and/or intimidate other persons.
- Not engage in the excessive use of alcohol, acting in a way that becomes a public nuisance or creates a public disturbance is prohibited.
- Be subject to and respect the conditions under which the Club's liquor permits have been issued.
- Not permit any persons under the age of eighteen for whom they are responsible to be served or receive alcohol.
- Obey lawful directions from a Club employee.
- Take responsibility for their guests at all times.
- Abide by the dress code of the Club.
- Not represent the Club in any dealings, unless authorised by the Club.
- Not tarnish the reputation of the Club, officers, Directors, committees, employees, management or bring it into disrepute.
- Not engage nor encourage or participate in the use of illegal drugs within the premises of Hudson Yacht Club.
- Not assault, or act with aggression toward any other person.

The Club aims to set the highest standards of excellence by displaying values of:

- Equality – demonstrate awareness of individual rights, opinions and beliefs.
- Demonstrate reliability and be a dependable Club Member in all aspects of the Club's environment.
- Respect and courtesy must be shown at all times to all Club officials, Members and patrons.
- No prejudicial behaviour is to occur.
- Display maturity and demonstrate acceptable social behaviour while at the Club or attending any of the Club's events.
- Abide by the rules of the Constitution and the By-Laws.
- Be mindful of your actions in relation to individual safety and safety of all others involved in the Club.
- Conduct themselves in a proper manner to the complete satisfaction of Hudson Yacht Club and its Members, so as not to bring themselves into public disrepute or censure.
- Not disclose to any unauthorised person or organisation information that is of a confidential or privileged nature concerning Hudson Yacht Club.
- Not promote, or pass on, exchange or publish information whereby that information may be of a confidential, offensive, scandalous, unsubstantiated or derisive type.
- Understand the possible consequences of breaching Hudson Yacht Club's rules and regulations.

Children

Parents and guardians at all times shall be responsible for the behaviour of their children on Club premises, including the beach, harbour and parking areas. Parents and guardians of children whose behaviour is socially unacceptable shall be requested to remove them from Club's premises.

Compliance

Any alleged breach of the above principles is to be reported to the Club Manager for action. The Club Manager may warn or initiate disciplinary action against the relevant Member. Any disciplinary action under the Code will be in accordance with the Constitution and laws applying to the Club. This Code does not guarantee to Members the conduct of other Members; the Club intends to use reasonable means to apply the Code.

This Code is to be read in conjunction with the Articles, Rules, Constitution and By-laws of the Club. Further the obligations of the Members under this Code are severable and in the event that any rule or principle of this Code is found to be unenforceable, it shall be severable and not affect in any manner the enforceability of any other rule or principle in this Code.

You are reminded that the purpose of this Code is to provide you with an enjoyable and safe environment, where you are able to enjoy being a Member of Hudson Yacht Club.

CORRESPONDENCE/CONFLICT RESOLUTION

All members are encouraged to communicate with the Club Manager any comments and/or concerns they have about the Club. The manager is mandated to address those comments and/or concerns and respond appropriately within a reasonable period of time.

If an individual member wishes to communicate with the Commodore and/or a member of the Board of Directors, for any reason, he/she may do so in writing. Only correspondence from an individual member to the Commodore and/or a member of the Board of Directors will be accepted. The Commodore and/or a member of the Board of Directors will not respond to any correspondence from Club members presented in the form of a petition or registered mail.

The issue may be addressed at a Board meeting and appropriate action taken when deemed necessary. All communications will be treated equally, with confidence and without prejudice.