

FALSE CREEK YACHT CLUB

Code of Conduct for Members

Adopted 2019-10-16

Members of the Club, particularly members exercising authority of any kind, are urged to be aware of this Code of Conduct, to take reasonable steps to prevent violations where possible, to report alleged violations, and to take alleged violations seriously.

This Code also and especially applies to the conduct of members who are exercising reciprocal privileges at other clubs.

1. Bullying and Harassment

Bullying and harassment can harm FCYC's reputation and are incompatible with FCYC's commitment to a collegial and cooperative climate. Bullying and harassment includes any degrading, hostile or offensive conduct or comment by a person towards another that the person knew or reasonably ought to have known would cause the target to be humiliated, intimidated, or otherwise gratuitously harmed, or that diminishes the capacity of its target to function effectively as a member of the Club. This injunction is not intended to discourage expressing differences of opinion or offering constructive feedback, guidance, or advice.

2. Sexual Harassment

The Club does not tolerate sexual harassment. Sexual advances, requests for sexual favours, or sexually directed remarks constitute sexual harassment when submission to such conduct is made a condition of membership, a condition of access to the benefits of membership, or a condition of employment, or when such conduct persists despite its rejection.

3. Discrimination

FCYC rejects all forms of discrimination based on race, colour, religion,

political convictions, national origin, sex, disability, sexual orientation, gender identification or age, whether in admitting new members or in any other Club activities.

4. Defamation

Members and employees of FCYC must take all care to refrain from making any public statements that untruthfully impugn the reputation of the Club, its Board of Directors, its committees, or its members. Special care must be taken when making statements online or through social media, where missing context easily leads to misunderstandings and where rhetoric is easily overblown. This injunction is not intended to discourage truthful “whistle blowing” disclosures in the interest of the Club or disclosures in the public interest. (See the Whistleblower Protection Policy.)

Members of the Club who are approached by the press with questions about the Club should direct all questions to the Commodore.

5. Environmental Protection

FCYC is committed to good stewardship of the waters of the Salish Sea, the Pacific Coast, and other waters that its members are privileged to use. Members are expected to comply punctiliously with all environmental laws and regulations in all jurisdictions. Members are also expected, when the opportunity arises, to exceed what the law requires and undertake reasonable efforts to protect and preserve the waters, marine flora, and marine fauna.

6. Conduct on the Water

While on the water, members are enjoined to use caution in operating a vessel and to show all courtesy that is customary among mariners. Members aboard vessels that wear the Club colours or that bear the Club’s initials on their transoms are expected to conduct themselves with particular attention to the honour of the Club.

7. Conduct Towards Staff and Volunteers

Members of the Club are expected to address office, lounge, and marina staff

and volunteers with utmost courtesy and respect. Mistakes or other shortcomings on behalf of staff or volunteers are never grounds for discourteous conduct.

8. Responsibility for Guests

The Club welcomes members' guests. Members must ensure that guests sign in, they must accompany their guests at all times, and they must ensure that their guests conduct themselves appropriately at all times. Guests whose conduct is inappropriate must be escorted off the Club's premises by the member.

9. Conduct Generally

The enumeration of this code of conduct does not limit to the grounds on which a member may be found to have conducted themselves in ways contrary to the expectations of the Club. The Bylaws provide that any conduct unbecoming a member, any conduct that hinders the purposes, aims, and objects of the Club, or any conduct that is likely to endanger the reputation of the Club is liable to result in discipline. Any illegal or unethical conduct on the part of a member can be grounds for appropriate sanctions, especially when the conduct takes place on Club property, impedes the Club's orderly and effective operation, risks the reputation of the Club or the community of mariners, or jeopardizes a climate of good will and respect among members.

10. Complaints and Sanctions

Members who fails to conduct themselves in accordance with this Code of Conduct are liable to appropriate sanctions in compliance with the policy on complaints and sanctions.