



The Royal Canadian Yacht Club

CODE OF CONDUCT

Objective and Purpose

The Code of Conduct has been developed to ensure a safe, friendly and respectful place for Members and Associates (collectively in this Code of Conduct, “Members”) of The Royal Canadian Yacht Club (the “Club”), their guests and the Club’s Staff to gather in the spirit of cooperation, relaxation, good will, fun and friendly competition.

The objective of this Code of Conduct is to ensure that all Members of Club, their guests and our Staff are treated with dignity and respect while enjoying the Club facilities, and to promote an environment that is free from discrimination, harassment, abuse and violence for Members, their guests and Staff of the Club.

The purpose of this Code of Conduct is to establish clear and acceptable behaviour expectations for the Members, guests and Staff with a view to attaining this objective. These expectations are set out in the Club’s By-Law, Club Policies, Rules and Regulations, including this Code of Conduct which is Appendix A to the Rules and Regulations. Everyone is expected to behave in an appropriate manner treating others and property with respect and dignity.

Member Responsibilities

By accepting or continuing membership in the Club, every Member is deemed to agree to the following:

- The privileges and rights of each Member are governed by the Club’s By-Law, Club Policies, Rules and Regulations, including this Code of Conduct;
- The conduct of each Member is subject to the Club’s By-Law, Club Policies, Rules and Regulations, including this Code of Conduct; and
- Each Member is responsible for compliance by his or her guests with the Club’s By-Law, Club Policies, Rules and Regulations, including this Code of Conduct.

Member Conduct

All Members and their guests shall:

- Conduct themselves in a sportsmanlike manner at Club facilities and during any Club competition;
- Respect the rights of other Members, their guests and Club Staff;

- Not engage, either directly or through social media or otherwise, in any form of abusive, aggressive, disrespectful, violent or otherwise discourteous behaviour towards other Members, guests or Staff, including sexual, racial, religious or other harassment;
- Respect the Club's facilities and equipment
- Abide by all local, provincial and national laws and regulations that apply to Club operations; and
- Be an ambassador for the Club in the community and as a guest at other Clubs.

Interaction with Club Management and Staff

Members must understand that:

- They have no authority to instruct Club Staff on their duties or job performance;
- Club Management is solely responsible for instructing Staff in performance of their duties;
- Members shall not discipline or disrespect Staff;
- Members may comment or make suggestions to Club Management and the Board of Directors regarding concerns about the performance by Club Staff of their duties or the operation of the Club, for the betterment of the Club, and
- If a Member or guest is viewed by a qualified Club employee as having over-consumed alcohol, the Member or guest will be refused liquor service, as required by provincial law, and appropriate actions will be taken to ensure his or her safety, including preventing the Member or guest from operating a boat.

Violations

Violation of this Code of Conduct by a Member may be considered conduct which is improper or injurious to the interest or good order of the Club, as described in section 4 of the Club's By-Law. Any violation observed by a Member shall be brought to the attention of the Executive Assistant Julie.Thompson@rcyc.ca or any Flag Officer of the Club, preferably in writing, at the earliest opportunity.

The Flag Officers have the authority, as set out in the Club's By-Law, and in particular section 4 of the By-Law, to discipline any Member whose conduct has been improper or injurious to the interest or good order of the Club or who wilfully violates or neglects the observance of the Club's By-Law or any Club Policy or any of the Rules and Regulations, including this Code of Conduct. Discipline under section 4 of the By-Law may include suspension or expulsion of the offending Member from the Club.

In the event the Flag Officers consider that a Member's conduct may justify discipline, they will investigate the alleged improper conduct, provide to the Member all relevant reports and hold a discipline hearing which the Member will be required to attend and where he or she will be given an opportunity to explain the conduct. During the process the Flag Officers may communicate to the membership that a disciplinary matter is being investigated and may communicate to the membership the outcome of any discipline proceeding. Once complete, the Flag Officers will make a determination and notify the Member of the outcome.

APPROVED BY THE BOARD OF DIRECTORS FEBRUARY 15, 2018