



**All on the water activities should be safe and fun for everyone. We all have a responsibility to role model positive behaviour and feel able to call out poor or inappropriate behaviour and empower others to do the same.**

SHSC/SHST is committed to providing a culture which is safe, welcoming, and inclusive for everyone who wishes to take part in our activities. It is for this reason we have established a code of conduct, which outlines the standards of behaviour that we expect from everyone participating in our activities and competitions.

As a member of SHSC/SHST we expect you to:

- Respect the rights, dignity and worth of every person and treat everyone with respect.
- Celebrate diversity in all its forms.
- Do not discriminate against anyone based on any protected characteristics.
- Always act with integrity
- Do not behave in any way which causes offense or harm to others.
- Report poor behaviour or conduct to our welfare officer or the SHSC/SHST committee
- Familiarise yourself with relevant SHSC/SHST policies and procedures (Including: Complaints Policy, Safeguarding Policy and Procedures and Equity Policy)
- Respect, Protect and Enjoy our waters by signing up to the [Green Blue Boating Pledge](#)
- Do not use inappropriate language and always be mindful of banter and how words can also cause harm to others.
- Abide by the rules and policies of SHSC/SHST
- Recognise and respect the contribution made by our volunteers and encourage people to play a full role in the organisation
- Accept responsibility for your actions and conduct

As a member of SHSC/SHST you should expect:

- To be treated with respect by all members
- An environment which is free from discrimination, harassment, and victimisation

# RYA

- Safe spaces and opportunities where you can report any concerns and know they will be investigated in accordance with SHSC/SHST constitution, policies and procedures.
- To feel safe and supported to undertake as many SHSC/SHST activities as you would like.
- To enjoy your sailing and boating however you wish to undertake it.

Unacceptable behaviour would be to:

- Engage in any abusive, threatening bullying or inappropriate behaviour towards anyone at the organisation or allow this behaviour to go unchecked and unreported.

- Use inappropriate language or behaviour towards participants of the organisation, including, but not limited to; sexually suggestive behaviour/language, unwanted/unnecessary physical contact and language or conduct intending to intimidate or threaten individuals.

- Engage in any form of sexual harassment.

- Engage in any form of behaviour that may bring the organisation, or the RYA, into disrepute.

- Attempt to silence, intimidate or disregard, anyone who wishes to raise a concern

**Failure to adhere to the SHSC/SHST Code of Conduct may result in the suspension or withdrawal of membership in accordance with the SHSC/SHST disciplinary policy and procedure.**