

University of Bristol Sailing Club – Code of Conduct

The University of Bristol Sailing Club (hereby referred to as 'UBSC' and 'the club') aims to be a friendly, welcoming environment that provides sailing and social opportunities for all members. This code of conduct applies to the behaviour of UBSC members representing the club at all training, socials and events, including external events and whilst wearing UBSC branded merchandise. It also includes behaviour of any member when at Chew Valley Lake Sailing Club, All aboard and any venue the club has an affiliation with. For the academic year of 2023-24, it is assumed that all current members will abide by this code, as an opt-out system. In future years, students will be required to sign the code, as part of purchasing a UBSC membership.

All UBSC members must abide by the rules outlined below:

- Behave appropriately and uphold the aims of UBSC
- Treat all other UBSC members and affiliates with respect
- Adhere to the Bristol SU code of conduct
- Do not act in an antisocial manner including but not limited to:
 - Bullying*
 - Harassment*
 - Discrimination
 - Violence
- Do not act in a manner that brings UBSC into disrepute
- Do not encourage or pressure others to act against the Code

*The definitions of bullying and harassment are stated below, lifted from the Bristol SU code of conduct.

Sanctions for members that breach this Code of conduct will be at the discretion of the Conduct Committee comprising of the Commodore, Vice Commodore and Welfare Secretaries.

Sanctions include:

- Temporary or permanent social bans
- Removal from a team
- Removal from a committee position
- Reporting to the SU
- Removal from UBSC

Should the individual in question be a member of the Conduct Committee, they would not be involved in any decisions made on their sanction.

UBSC members are also required to:

- Report any concerns of misconduct to one of the Conduct Committee
- Maintain a culture within the club, where members feel encouraged and empowered to report their concerns

Concerns can be reported at:

uob.sailing.welfaresecs@gmail.com

Or anonymously at:

https://docs.google.com/forms/d/e/1FAIpQLSd_le4UqG8bWgkIM5ZEU6ctCbtzq4qCINJ43TW87lgSgTwDkA/viewform?usp=sf_link

(The welfare secs will receive a notification)

Bullying and harassment

Bristol SU does not tolerate bullying, harassment, discrimination or victimisation of any kind. We expect all members of our community to treat each other with respect, dignity, courtesy and consideration.

Harassment is unwanted and unwarranted physical, sexual, verbal or non-verbal behaviour which (intentionally or unintentionally) violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment.

Harassment is unlawful when it targets someone on the grounds of a 'protected characteristic', this includes: age; sex; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; and sexual orientation.

Bullying is characterised as offensive, intimidating, malicious or insulting behaviour, or the abuse or misuse of power (which does not always mean being in a position of authority) through means intended to undermine, humiliate, or denigrate a person. Bullying is not necessarily related to a 'protected characteristic'.

Examples of bullying and harassment include but are not limited to offensive or intimidating comments; verbal abuse, insults, or jokes; graffiti or vandalism; unwanted sexual comments, groping, touching or stalking; threatening behaviour or physical violence.

Bullying and harassment are not necessarily face to face, it may occur through written communications, visual images, online, over email, social media or over the phone. They may be carried out by individuals or groups, and can occur in public or in private.

Passionate speech and comment, and legitimate debate can be distinguished from bullying behaviour and harassment. However, care should be taken to ensure that others are not made to feel intimidated.