

Golden Edge Nelson Rowing Club

SOCIAL ETIQUETTE & CONDUCT CODE

Purpose

The purpose of this Social Etiquette and Conduct Code ("**the Code**") is to promote the health, wellbeing and safety of all members of the Nelson Rowing Club ("**the Club**"). This Code aims to facilitate the enjoyment of the many services the Club offers while also promoting a safe environment.

The code applies to all Nelson Rowing Club management, coaches, parents, volunteers and persons participating/connected to Nelson Rowing Club activities. This code must be read in conjunction with:

- The NRC Code of Conduct – Non-Rowers; and
- The NRC Code of Conduct – Athletes; and
- The NRC Child Protection Policy.

Social Protocols

All members of the Club (including administrators, athletes, volunteers, parents and coaches) must:

- Refrain from any form of discrimination towards others. Everyone must be treated equally regardless of gender, sexuality, disability, ethnicity or religion.
- Refrain from any form of harassment towards others. This includes and is not limited to, verbal harassment, physical harassment or any kind of digital harassment.
- Respect the rights, dignity and worth of others by recognising individual autonomy on various matters including decision making.
- Never act in any way that may bring disrepute or disgrace to the Club, its stakeholders and/or its sponsors, potential sponsors and/or partners.
- Be fair, considerate and honest in all dealings with others.
- Maintain high standards of integrity.
- Not engage in, or allow any other individuals to engage in, any type of bullying behaviour (this includes cyber bullying).
- Avoid any private or unobserved situations.
- Behave in a manner that does not sexually harass others.

- Avoid any behaviours which may be perceived by others as harassment or abuse.
- Not engage in any verbal conduct which may constitute harassment. This includes sexual advances, sexual comments, stories and jokes, repeated and unwanted social invitations for dates or physical intimacy, condescending remarks, comments on another members appearance, ability, age or private life and sending sexually explicit messages.
- Challenge inappropriate behaviour if they feel safe and comfortable to do so.
- Take responsibility and ownership in creating a space that is safe and comfortable for all members of the Club.

Accountability and Escalation

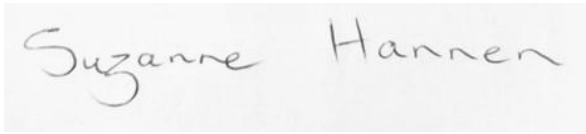
- Individuals must report any breaches of other individuals to the appropriate authority immediately. Breaches should in the first instance be directed to the Club Captain or the Club President. If for any reason the Club Captain or Club President are not available or the complainant does not feel comfortable approaching them, breaches should be directed to any other member of the Committee.
- Everyone must understand the possible consequences of breaching this Code and must be professional in, and accept responsibility for, your actions. Consequences could involve a warning, suspension or expulsion from the Club, or any other such measure as the Committee deems appropriate.
- Individuals must refrain from any form of victimisation towards others as a result of making a complaint or reporting a breach.

Nelson Rowing Club's Responsibility

- Where any breach of the Code occurs, the Club will ensure that the individual concerned is safe from immediate harm.
- The Club President will be consulted immediately.
- The Club will provide an impartial process for dealing with harassment or bullying.
- The Club will assist in a resolution of formal complaints made under this Code, by applying the principles of natural justice and procedural fairness in accordance with the Club Constitution.
- Formal complaints will be dealt with in accordance with the Club's Complaints Policy and Procedures.
- The Club will respond to complaints in a timely manner.
- As far as possible the Club will ensure the confidentiality of the parties involved in accordance with this Code.
- The Club will do all we can to protect the integrity and self-esteem of the individuals involved.

Social Etiquette and Conduct Code

Agreed:

A rectangular box containing a handwritten signature in black ink that reads "Suzanne Hannen".

Suzanne Hannen (Chair)

Date: 12 September 2023

APPROVED

Review Schedule: Annual
Review Date: August 2024
Supporting Documents: NRC Code of Conduct – Athletes
NRC Code of Conduct – Non-Rowers
NRC Child Protection Policy