

# Code of Conduct

## Background

The purpose of this Code of Conduct is to ensure a safe, secure and respectful environment for all members of the club, and to uphold high standards of ethical behaviour for the club, its coaches, its members and committee. The scope of this document extends to:

- The Club's training schedule and any other organised sessions.
- Post run drinks and meals, socials and other events, international and domestic trips and holidays.
- Races organised by the Club, or where a member represents the club in club kit.
- Social media, including the Club website

## Organisation aim

Worthing Gazelles is welcoming of all prospective members who share our values. We aim to embrace diversity and be inclusive by ensuring we attract, develop, support and retain as wide a range of members as possible. Our Code of Conduct supports this through:

- Promoting a culture of tolerance and mutual respect between members, and with people outside of the Club.
- All members are treated fairly, regardless of personal differences and athletic abilities.
- A zero-tolerance policy of bullying, harassment, discrimination or victimisation of any kind.
- Dealing with any concerns in a fair and robust manner.

Our members must agree to:

- Read and agree to this Code of Conduct.
- Respect the equal rights, dignity and worth of every member of the club, regardless of ability, sex, race, ethnicity, religion, sexual orientation, gender identity, age, disability, socio-economic status or any other characteristic.
- Help promote a culture of diversity and inclusivity within the club.
- Be open and honest in dealings with others and respect their confidentiality.
- Respect the club's zero-tolerance approach to bullying, harassment and intimidation of other club members, including the committee and coaches.
- Not act in a way that brings the Club into disrepute or puts its interests at risk.
- Respect the facilities we use, and the staff who work there, and follow the rules and policies adopted by those facilities.
- Raise issues of concerns in an appropriate and timely way, in line with the Code of Conduct complaints process.

## Confidentiality

Details of people and events provided to members are done so for their own use in attending or organising Gazelles events and should not be passed to non-members except to enable them to attend as a guest where invited. The club keeps addresses and other information about members securely, and will never share those details with 3rd parties, except for the purposes of club affiliations.

## Breaches of the Code of Conduct

A copy of our complaints process, as well as the appeals process, can be obtained by request to any member of the committee and/or on the Club website.

## Glossary

In general terms, bullying and harassment means that something has happened to someone that is unwelcome, unwarranted and causes a detrimental effect.

- **Bullying** is offensive, intimidating, malicious or insulting behaviour. Bullying may be an abuse or misuse of power through means that undermine, humiliate, denigrate or injure an individual, or group of individuals.
- **Harassment** is unwanted conduct affecting the dignity of people or any other club-related environment or situation. It may be related to a protected characteristic (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), or any personal characteristic of the individual, and may be persistent or an isolated incident. The impact on an individual may be unintentional, but nevertheless be unwelcome and cause offence.
- **Discrimination** is where an individual is treated less favourably because of a “protected characteristic” (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).
- **Victimisation** occurs when an individual is treated less favourably because they have made a complaint or allegation, intend to complain or have given evidence or information about a situation involving discrimination.