

Kitsilano Yacht Club Code of Conduct

~~Draft – April 3, 2020~~ Approved by resolution of the Kitsilano Yacht Club Executive Committee April 7, 2020

Kitsilano Yacht Club (KYC) expects that anyone using the facility should conduct themselves and their activities in an appropriate and respectful manner. KYC has determined that the Code of Conduct defined by Sail Canada shall be a guiding set of principles for the club and adopted for KYC's use.

The purpose of the Sail Canada Code of Conduct is to “ensure that a safe and positive environment is possible at all times” and will be used for the same purpose at KYC. This document may be updated by Sail Canada from time to time and we will ascribe to the most current available document, including sections describing infractions. The Sail Canada Code of Conduct can be found online at <https://www.sailing.ca/resources/>.

KYC recognizes that bullying and harassment should be defined further. KYC has adopted the Sail Canada “Harassment, including Sexual Harassment, Policy” for use by the club and its members, guests and directors. KYC has the same aim to provide “a work and sporting environment where the dignity of the individual is respected, free from harassment and fear of harassment including sexual harassment.” Therefore, the club defines harassment, considers the applications of the principles, in this case that the policy applies to anyone using or communicating with the club, and deals with supplied information in confidence as outlined in the Sail Canada document, which can be found online at <https://www.sailing.ca/resources/>

Additionally, it is recognized that the club has a video and audio monitoring and recording system on site, and that the use of this system must be conducted without unnecessarily infringing on the privacy of those present on site at KYC. By entering the facility, all individuals recognize that they may appear in video recordings, the sole purpose of which is to provide security for the facility. The audio feature present on the equipment is banned from use at any time, and any attempt to use this feature can be considered gross misconduct and will result in disciplinary action from the KYC Executive Committee..

The Sail Canada Code of Conduct - Section 5. Management of Complaints is replaced by the Kitsilano Yacht Club Conflict Resolution Policy.

Violations of this Code of Conduct or allegations against a member, a member's guest, or staff will be subject to the Conflict Resolution Policy.