



Royal Queensland Yacht Squadron

CODES OF BEHAVIOUR

2016

CONTENTS

Codes of Behaviour

1. RQYS General Code of Conduct
2. RQYS Code of Conduct for Interaction with Children
3. RQYS Code of Conduct for Interactions between Children
4. RQYS Code of Conduct for Marine Sports Events

CODES OF BEHAVIOUR

1 RQYS General Code of Conduct

Membership of the Royal Queensland Yacht Squadron is a privilege and carries with it a responsibility to uphold our reputation and not engage in conduct that is unbecoming of a Squadron member, brings the Squadron and its members into disrepute or is contrary to the Constitution or by-laws of RQYS.

Members and visitors shall:

1. Agree to abide by the Code of Conduct.
2. Respect the rights, dignity and worth of others, regardless of their gender, ability, cultural background or religion.
3. Be fair and considerate in all dealings with others.
4. Be tolerant of other users of the facilities and waterways.
5. Behave in a manner that ensures the reputation and standing of RQYS.
6. Behave in a manner that ensures the health and safety of staff, members and visitors.
7. Behave in a manner that respects the physical property and facilities provided by RQYS.
8. Behave in a manner that meets the high standards of social behavior which are customary and traditional for sailing and powerboat events.
9. Not abuse or cause offence to members, staff and visitors.

Any member bringing the club into disrepute may be subject to disciplinary action in accordance with the RQYS Constitution.

Any visitor breaching this code may be asked to leave the premises.

2 RQYS Code of Conduct for interaction with children

The Royal Queensland Yacht Squadron is committed to the safety and wellbeing of children and youth who use our services. Our volunteers will treat them with respect and understanding at all times. To ensure children and youth are kept safe from harm, the following code of conduct for interacting with children and youth applies.

This code of conduct applies to all volunteers and persons working with children and youth in our organisation. The standards of appropriate behavior include:

1. Be ethical, fair and honest in all their dealings with others;
2. Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
3. Always place the safety and welfare of children/youth above other considerations;
4. Comply with The Royal Queensland Yacht Squadron's constitution, rules and policies including this Child and Youth Risk Management Strategy;
5. Operate within the rules and spirit of the sport;
6. Comply with all relevant Australian laws (Federal and State), particularly anti- discrimination and child protection laws;
7. Be responsible and accountable for their conduct;
8. Respect the rights, dignity and worth of every person, regardless of their abilities, gender, religion or cultural background;
9. Appropriate behavior;
10. Language – no swearing, derogatory terms, sexual jokes/innuendos;
11. Relationships – no special favours /relationships, acting in accordance with role;
12. Physical contact – only if necessary due to nature of activities and age/abilities of children and youth;
13. Cultural Diversity – respect for all people regardless of cultural identity and cultural practices/behavior; yachting and sailing are close proximity sports which warrant an appropriate level of contact, whereby light clothing is also warranted. There will be some form of appropriate contact made between people as this is inevitable due to the nature of the sport.
14. Bullying and harassment – The Royal Queensland Yacht Squadron does not tolerate bullying or harassment by anyone, including amongst children/youth;
15. Behaviour management and discipline – corrective practices are not punitive, humiliating or aggressive.
16. Illicit substances – staff , volunteers and all other persons shall not use or be affected by the use of drugs or alcohol while in the presence, engagement and caring for children and young people from the time they pick up to the they time they drop off. This is strictly a first and final warning.
17. Drugs and alcohol – staff , volunteers and all other persons shall not use or be affected by the use of drugs or alcohol while in the presence, engagement and caring for children and young people from the time they pick up to the they time they drop off. This includes prescription medications that affect mental alertness and capacity. This is strictly a first and final warning.
18. Photography – staff, volunteers and all other persons shall not take, publish or distribute photographs of children and youth without the express permission of the youth or their parent depending on age.
19. Electronic communication - staff, volunteers and all other persons shall not use email, telephone and internet communication with young people without the express knowledge of the youth's parent or guardian.

In the event that the code of conduct for interacting with children/youth is breached, actions will be taken in accordance with our organisation's procedures for managing breaches of the Child and Youth Risk Management Strategy (see the attached document).

3 RQYS Code of Conduct for interactions between children

Members and visitors who are children and young people agree to:

1. Abide by this Code of Conduct.
2. Play by the rules.
3. Respect the physical property and facilities provided by RQYS.
4. Treat all other children and young people as you like to be treated. Do not bully or take unfair advantage of others.
5. Control your temper. Verbal abuse of officials and sledging other members or competitors, deliberately distracting or provoking other competitors is not acceptable or permitted.
6. Be a good sport. When playing or competing, applaud all good plays whether they are made by your crew or competitors.
7. Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

4 RQYS Code of Conduct for Marine Sports Events

- a. This Code of Conduct is applicable to all Squadron marine sports events including competition sailing events, navigation and other powerboat events, WAGS, sail cruising events and powerboat cruising events.
- b. The Code of Conduct is additional to any requirements of the ISAF Racing Rules of Sailing, Squadron participation rules, safety declaration, release and indemnity and acceptance of conditions for any event.
- c. All participants in Squadron events including the skipper, crew and guests agree to conform to the high standards of social behaviour which are customary and traditional for sailing and powerboat events.
- d. The following behaviour is considered inappropriate and will not be permitted during Squadron events:
 - i. Participation in any illegal activity, including possession or consumption of any illegal substances, or the supply of such substances, the supply of alcohol or tobacco to minors, stealing or destruction of property of any kind or conduct of a gross, obscene or loud nature.
 - ii. Swearing, abusive language and/or action against another competitor or participant.
 - iii. Loud or excessive noise which may result in the disturbance of other participants, other marine users or members of the public.
 - iv. The display of any material, signage and/or wearing of any article of clothing bearing profane, suggestive or improper words or designs.
 - v. A legal alcohol limit of 0.05 applies to all skippers on the water during a Squadron event other than skippers of Squadron vessels and volunteers where a zero alcohol limit applies. In an event where alcohol is authorised by the Squadron to be served it is the responsibility of the skipper to ensure the rules regarding responsible service of alcohol are followed and to keep crew and guests alcohol levels at a safe and responsible level both on and off the water during such an event.
 - vi. The environmental protection of all harbours and waterways is of vital concern to the Squadron and littering or discharge of waste material from a vessel is not permitted.
 - vii. Parents (or other custodians) shall be responsible for the conduct of persons in their care under 18 years of age at all times. The Skipper is responsible for the restitution of damage to any property or equipment by any child, crew member or guest from the skipper's vessel during a Squadron event.
 - viii. Protests regarding disputes in relation to competition may be made, as relevant, in accordance with the ISAF Racing Rules of Sailing, the Sailing Instructions and the Squadron Navigation event rules and conditions. Complaints in regard to the organization or administration of an event may be directed, in writing, to the Marine Sports Manager and/or General Manager.
 - ix. Physical and/or verbal abuse of any nature directed against staff, event officials or volunteers is not considered appropriate and is not permitted.
- e. Complaints and/or reports concerning failure to comply with this Code of Conduct may be referred to the General Manager or General Committee for consideration and if applicable disciplinary action may be taken in accordance with the Squadron's Constitution.