



Hobsons Bay Yacht Club Code of Conduct

Introduction

A person accepts responsibility by becoming a member of Hobsons Bay Yacht Club (HBYC). Membership should be seen as a privilege and all members have the responsibility of ensuring that our club retains its reputation of being a welcoming and friendly yacht club.

The objective of the HBYC Code of Conduct is to provide a standard code of behaviour for its members and to:

- Assist club members to understand the standards of conduct that are expected of them.
- Promote consistently high standards of behaviour across all activities within our club.
- Ensure the club fulfils its statutory duty to be ethical, fair and honest to its members and to fulfill its obligations to its employees.
- Build community trust and enhance public opinion of the club and the sport of sailing.
- Ensure that HBYC is enjoyed by all members, guests and patrons as well as the community in which it exists.

This code is to be read in conjunction with the HBYC Constitution and Bylaws of the club together with HBYC policies related to privacy, OH&S, communications and working with children.

Personal Conduct

HBYC seeks to operate in an open and friendly environment, where people show respect for each other and the club. Members shall:

- Show respect and courtesy to all club officials, members and patrons. They shall not tarnish the reputation of the club, officers, flag officers, committees, employees, management or bring the club into disrepute.
- Endeavour to operate in non-discriminatory manner and ensure each person has an equal opportunity to enjoy the club facilities.
- Be mindful of their actions in relation to individual safety and safety of all others involved in the club.
- Abide by the HBYC Constitution, Bylaws and policies.
- Comply with and adhere to reasonable directives and requests made by club staff and officers of the club.
- Not expect preferential treatment, nor seek favours from the club's management or its employees.
- Act responsibly at all times and accept responsibility for their actions.

Behaviour

All members are expected to demonstrate high levels of integrity and behaviour. They must ensure that they:

- Treat all persons with respect and courtesy and have proper regard for the dignity, rights and worth of others.

- Respect privacy and be ethical, fair and honest in all their dealings with other people.
- Comply with all applicable laws, including liquor laws and responsible service of alcohol standards.
- Act in sportsman like manner and operate within the rules and spirit of the sport when representing the club both on and off the water.

HBYC will not tolerate:

- Offensive language or rudeness,
- Excessive use of alcohol under the Liquor Licensing Laws,
- Any inappropriate display of temper or any form of abuse, harassment, ridicule or threatening behaviour, whether physical, verbal or by electronic to staff, members or guests,
- Physical Violence (eg touching, pushing, fighting or that involving threat or use of a weapon),
- The use or encouragement of the use of illegal drugs within the premises,
- Willful destruction of any property,
- Any form of discrimination.

Dress Regulations

All members and guests are expected to dress appropriately in keeping with the standards and traditions of the club.

Minimum dress requirements are:

- Club House - Shirt, shorts and footwear (no bare feet). Wet sailing gear is not to be worn in the upper level bar or main hall.
- Yard - Attire appropriate to the activities being undertaken (footwear is required to be worn at all times).

Guests

A member will take responsibility for their guests at all times.

- Guests are to be signed in by the Member in the Visitor's Register as required by Law.
- Guests must remain in the company of the Member at all times whilst on HBYC's premises.
- Members must ensure that their guests adhere to this Code of Conduct.

Compliance

Any breaches to this Code of Conduct will not be tolerated at HBYC. Any member, guest or patron who breaches this code may be asked to leave or be removed from the club premises and further action may be taken by the General Committee.

Any complaints in respect of any inappropriate behaviour shall be directed to any Flag Officer or General Committee member present, the most senior staff member on duty at the time or the Commodore. If, after investigation by the General Committee, a member is found to have breached the HBYC Constitution, Bylaws or this Code of Conduct disciplinary action may be taken under Clause 51 of the HBYC Constitution.

Conclusion

Members are reminded that the purpose of this code is to assist in providing members and their guests with a friendly and safe environment, where all are able to enjoy the benefits of membership of Hobsons Bay Yacht Club. We trust that all members will read this carefully and help to ensure that our club retains its reputation for being one of the most welcoming and friendliest in Port Phillip.