



SPARKS RC Club Member Handbook

Code of Honesty and Behavior SMH – 003

1. Be inclusive. We welcome and support people of all backgrounds and identities. This includes, but is not limited to, members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.
2. Be considerate. We all depend on each other to further the mission of the club and increase our membership. Your decisions will affect potential members and colleagues, and you should take those consequences into account when making decisions.
3. Be respectful. We won't all agree all the time, but disagreement is no excuse for disrespectful behavior. We will all experience frustration from time to time, but we cannot allow that frustration to become a personal attack. An environment where people feel uncomfortable or threatened is not a productive or creative one.
4. Choose your words carefully. Always conduct yourself professionally. We are all ambassadors of the club and are expected to present themselves accordingly while wearing a club badge or any apparel bearing club markings. Be kind to others. Do not insult or put others down. Harassment and exclusionary behavior are not acceptable. This includes, but is not limited to:
 - a. Threats of violence.
 - b. Bullying
 - c. Defiance of club, or the field lessor's (county park), rules and sportsmanship
 - d. Using discriminatory jokes or language.
 - e. Personal insults, especially those using racist or sexist terms.
 - f. Unwelcome sexual attention.
 - g. Advocating for, or encouraging, any of the above behavior.
5. Don't harass. In general, if someone asks you to stop something, then stop. When we disagree, try to understand why. Differences of opinion and disagreements are mostly unavoidable. What is important is that we resolve disagreements and differing views constructively.
6. Change differences into strengths. We can find strength in diversity. Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. Being unable to understand why someone holds a viewpoint doesn't mean that they are wrong. Don't forget that we all make mistakes. Blaming each other doesn't get us anywhere. Instead, focus on resolving issues and learning from mistakes.