

CO4x4 Code of Conduct

Purpose

The CO4x4 Code of Conduct establishes clear expectations for behavior to protect the Club's reputation, ensure safe and respectful participation, and support the effective functioning of the Board of Directors (BOD) and membership.

Scope

This Code applies to all members, volunteers, directors, guests, and participants in any CO4x4 activity, event, meeting, online space, or representation of the Club.

Conduct Expectations

Good Faith & Integrity

All individuals are expected to act in good faith in all interactions related to Club activities. They should demonstrate honesty, fairness, and respect in decision-making and communication, and represent CO4x4 and its members in a positive and professional manner.

Respectful Behavior

Members must treat all individuals with dignity and respect and foster a supportive and inclusive camaraderie within the Club. Behavior that is disruptive, disrespectful, threatening, or harassing is not permitted. Discriminatory conduct, including actions that approach or violate protections under applicable legislation such as the Human Rights Code, Canadian Charter of Rights and Freedoms, Criminal Code of Canada, and Health & Safety legislation or standards, must be refrained from at all times.

Cooperation & Community

Members are expected to support cooperation, teamwork, and constructive engagement among members. They should contribute to a safe, welcoming, and collaborative environment, and avoid actions that divide, inflame, or undermine the Club community.

Adherence to Governance & SOPs

Members must follow all Club bylaws, policies, and Standard Operating Procedures (SOPs). They are required to respect the authority and decisions of the BOD as elected by the membership, and participate in governance processes in an orderly, respectful, and consistent manner with Club rules.

Protection of the Club

Members must not engage in behavior that undermines the Club, its mission, its reputation, the BOD, or individual members. Spreading misinformation, creating hostility, or attempting to influence others through intimidation or coercion is prohibited. The use of Club platforms, events, or resources for personal attacks or disruptive agendas is not allowed.

Unacceptable Conduct

The following behaviors are strictly prohibited: threatening, abusive, or harassing behavior; discrimination or conduct that approaches or violates protected grounds under applicable law; actions that compromise safety, including reckless behavior during events; intentional disruption of meetings, events, or Club operations; attempts to sabotage, discredit, or destabilize the Club or its governance; and persistent refusal to follow bylaws, policies, or SOPs.

Reporting & Documentation

Concerns or incidents may be reported to the BOD using the Club's approved reporting process. Reports must be factual, objective, and free of personal commentary or assumptions. The BOD will document all reports in accordance with Club governance standards.

Enforcement

The BOD may take corrective action when conduct violates this Code, which may include verbal or written warnings, temporary suspension of membership or participation, removal from volunteer or leadership roles, or ejection from CO4x4 in accordance with bylaws and applicable legislation. The BOD may act swiftly when behavior poses operational, reputational, or safety risks.

Acknowledgment

Membership in CO4x4 signifies acceptance of this Code of Conduct and agreement to uphold its standards at all times.