



BHYC Code of Conduct

The Code of Conduct has been developed to ensure a safe, friendly and respectful place for Members, visitors, employees and the Board to gather in the spirit of cooperation, relaxation, good will, fun and friendly competition. The Code of Conduct differs from club regulations in that it addresses acceptable / unacceptable behavior.

BHYC expects staff, members, their guests, visitors and others while on the property including the Club water activities to behave in a manner that does not contravene any laws, Club Bylaws or policy. Everyone is expected to behave in an appropriate manner treating others and property with respect and dignity. Those who fail to comply with BHYC's 'Code of Conduct' may face immediate expulsion from the Club property and/or Club misconduct bylaws.

1. Anyone using BHYC facilities shall conduct themselves on-premise (including Club property on land as well as the water lot), in a manner that is not injurious to the reputation, interest, congeniality or good order of the Bronte Harbour Yacht Club.
2. Anyone using BHYC facilities must at all times be respectful towards the Club's members, volunteers, directors and employees.
3. A member is responsible for the conduct of their guests at all times.
4. Anyone using BHYC facilities must comply with the Club's House Policy on Responsible Alcohol Service.
5. Members, staff and the Board will exercise confidentiality regarding personal information. Member and staff information and membership lists, such as found in the member handbook, shall not be used for commercial purposes.
6. All Members and staff will strive to offer help and encouragement to fellow members and staff to achieve the common objectives of the Club.
7. Members will address issues and problems through proper channels and procedures as outlined in the by-laws. Members will not belittle staff members; they are to express issues to the Board of Directors.
8. Members will employ fair play, sportsmanship and safety when competing in Club regattas and competitions, and when representing the Club at events outside the club.
9. Members will not act in a manner that will result in personal benefit at the expense of other members.
10. Conduct that is injurious or detrimental to the Club may include, but shall not be limited to the following:
 - Financial delinquency in the payment for services within the Club;

- Unsportsmanlike conduct during a competition;
- Use of foul language on the premises;
- Aggressive, abusive and/or unnecessarily loud communication with staff or other members;
- Acts of violence or attempted acts of violence towards fellow members, Club volunteers or employees which causes or could cause physical harm;
- Harassment of any kind including but not limited to criminal harassment, bullying or sexual harassment of fellow members, Club volunteers or employees;
- Excessive attempts to (verbal or otherwise) coerce, coach or influence Board members before or after a decision;
- Lewd or inappropriate behavior, including activity deemed 'illegal';
- Activities in contravention of the Liquor License Act;
- Inappropriate use of Club property including but not limited to reckless operation of club boats;
- Parking in non-designated (or reserved and/or handicapped spots without proper validation) spots in the Club parking lot; and
- Putting waste materials of any kind into harbour waters.

Any violation of the Code of Conduct shall be brought to the attention of any Flag Officer who will then bring the matter to the attention of the Board at the earliest available opportunity.

September 2012