



# Perth Flying Squadron Yacht Club Inc.

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## PERTH FLYING SQUADRON YACHT CLUB

### BY-LAW NO. 2018/5

# MEMBERS

# CODE OF CONDUCT

Effective August 30, 2018

Date	Revision	Update	Approved
30/08/2018	Original		Management Committee
29/11/2018	01	Incorporating BY-LAW 2017-5 Codes of Behaviour into one Code of Conduct BY-LAW	Management Committee
30/09/2021	02	Update f Designated Smoking areas.	Management Committee
15/09/2022	03	Review	General Manager
16/02/2024	04	Review	General Manager
11/03/2024	05	Insertion of Clause 2.6 Cargo Trolleys. Alteration to Clause 11.	Management Committee

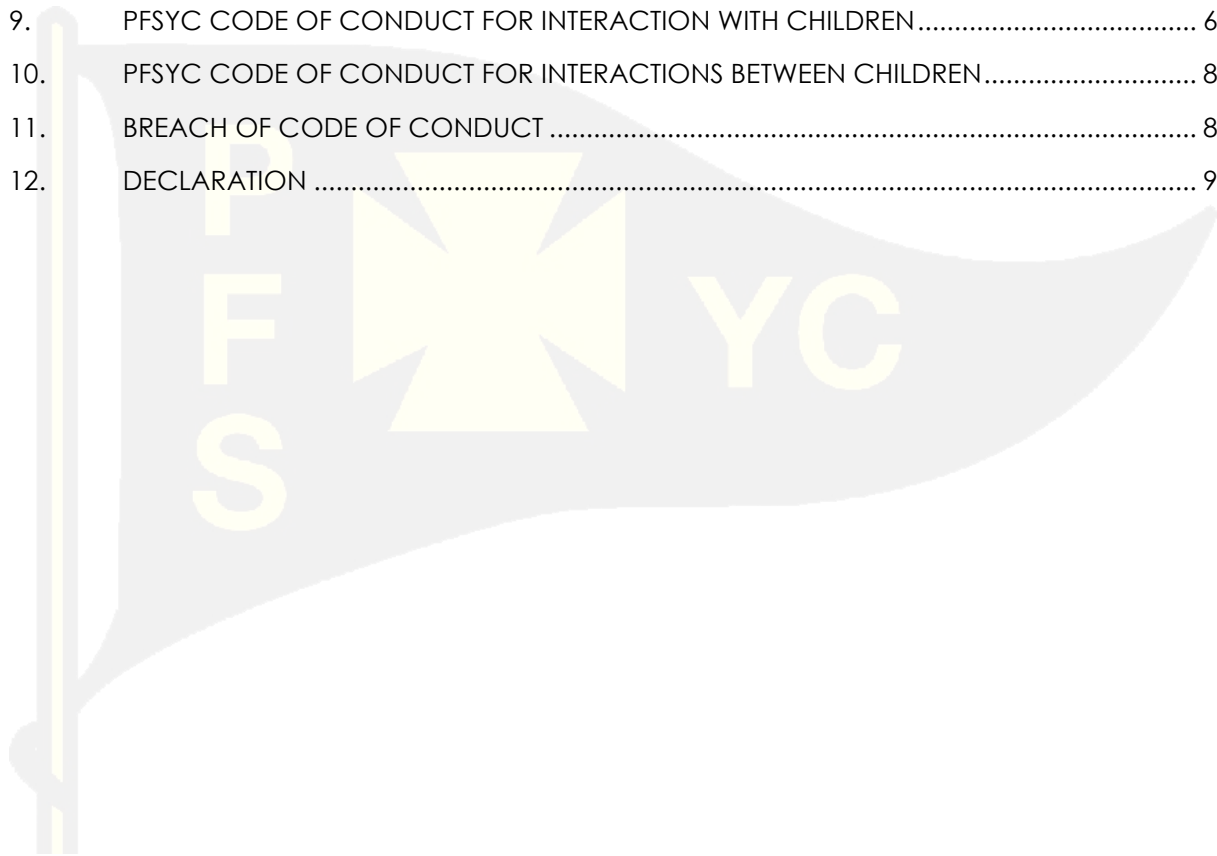
Club By-Laws are complimentary to, and in conjunction with the Club Constitution. Members need to consider the "Intent" of these By-Laws and apply that "Intent" to the overarching message of the By-Law.

The General Committee of The Club, if required, may change these by-laws after a majority vote at a General Committee meeting. Such changes will be posted on the Members Portal.



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## 1. GENERAL

The Perth Flying Squadron Yacht Club (The Club; PFSYC) operates primarily by volunteers for the benefit of its members. All members of The Club have an individual and collective responsibility to contribute in a positive way to the operations of The Club.

- **With this in mind, and as it is your Club, please participate in Club activities and maintenance days – you get back more than you put in.**

Membership of the Perth Flying Squadron Yacht Club is a privilege and carries with it a responsibility to uphold The Club's reputation and not engage in conduct that is unbecoming of a PFSYC Member, brings the PFSYC and its Members into disrepute or is contrary to the Constitution or by-laws of PFSYC.

1.1 Members and visitors shall:

- a) Agree to abide by the Code of Conduct;
- b) Respect the rights, dignity and worth of others, regardless of their gender, ability, cultural background or religion;
- c) Be fair and considerate in all dealings with others;
- d) Be tolerant of other users of the facilities and waterways;
- e) Behave in a manner that ensures the reputation and standing of PFSYC;
- f) Behave in a manner that ensures the health and safety of staff, members and visitors;
- g) Behave in a manner that respects the physical property and facilities provided by PFSYC;
- h) Behave in a manner that meets the high standards of social behaviour which are customary and traditional for sailing and powerboat events; and
- i) Not abuse or cause offence to members, staff and visitors.

1.2 The Club Member's Code of Conduct applies equally to all Members and their guests, including members from other clubs visiting The Club for competitions or functions.

1.3 The General Committee of The Club may take any action considered necessary on a reported breach of this Code of Conduct and any member found in breach may be dealt with as specified under the Club Constitution.

1.4 The Club does not tolerate discrimination, harassment, bullying, threatening behaviour or swearing.

1.5 Members must not act in a way that creates risk to themselves or others and should assist anyone in trouble if safe to do so.



- 1.6 At all times parent and guardians shall be responsible for the behaviour of their children on Club leased premises.

Any member bringing the Club into disrepute may be subject to disciplinary action in accordance with the PFSYC Constitution. Any visitor breaching this code may be asked to leave the premises.

## 2. CLUB GROUNDS, EQUIPMENT AND LEASE AREA

- 2.1 Members will respect equipment not belonging to them and will be held responsible for any losses or damage caused by them or their guests.
- 2.2 No member will reprimand a Club servant. If a member has any cause of complaint they must bring it to the attention of the General Manager or General Committee in writing.
- 2.3 No gambling or betting is permitted on the Club premises, unless sanctioned by the Lotteries Commission and Licensing Court.
- 2.4 The environmental protection of the foreshore and waterways of The Club is vital so littering or discharge of waste material from a vessel is not permitted.
- 2.5 Members who bring dogs into the Club grounds are expected to be conversant with, and adhere to, the relevant Council By-Laws for the Nedlands foreshore.
- 2.6 The Club provides Cargo Trolleys for the use of Members to convey cargo/supplies to and from their vessel. These Cargo Trolleys must be returned to the foreshore immediately after use.

## 3. ADVERTISING/COMMERCIAL

- 3.1 Any advertisements for goods or services offered by members may only be positioned on the notice board allocated for this purpose.
- 3.2 Corporate Members or Club Sponsors may display advertising material on approval from the General Manager and in accordance with their sponsorship agreement.

## 4. PFSYC CODE OF CONDUCT FOR ON-WATER EVENTS

- 4.1 This Code of Conduct is applicable to all PFSYC On-water events including, but not limited to, sailing events, navigation and other powerboat events, sail cruising events and powerboat cruising events.
- 4.2 The Code of Conduct is additional to any requirements of the ISAF, Racing Rules of Sailing, Australian Sailing rules, PFSYC participation rules, safety declaration, release and indemnity and acceptance of conditions for any event.
- 4.3 All participants in PFSYC 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.



- 4.4 The following behaviour is considered inappropriate and will not be permitted during Squadron events:
- 4.4.1 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;
  - 4.4.2 Swearing, abusive language and/or action against another Member, guest, competitor or participant;
  - 4.4.3 Loud or excessive noise which may result in the disturbance of other Members, guests, participants, other marine users or members of the public;
  - 4.4.4 The display of any material, signage and/or wearing of any article of clothing bearing profane, suggestive or improper words or designs;
  - 4.4.5 In an event where alcohol is authorised by PFSYC 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;
  - 4.4.6 The environmental protection of all harbours and waterways is of vital concern to the PFSYC and littering or discharge of waste material from a vessel is not permitted;
  - 4.4.7 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 Club event;
  - 4.4.8 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 PFSYC Navigation event rules and conditions.
  - 4.4.9 Complaints in regard to the organisation or administration of an event may be directed, in writing, to the General Manager;
  - 4.4.10 Physical and/or verbal abuse of any nature directed against staff, event officials or volunteers is not considered appropriate and is not permitted.
- 4.5 Participants must display respect to their crew and opponents and compete within the standard rules or the guidelines provided.
- 4.6 Members participating in racing will accept briefing decisions, handicapping, protest and racing outcomes and display sportsmanship and honesty at all times.

## 5. WITHIN THE CLUBHOUSE

- 5.1 Members, family and guests will ensure that the comfort of other patrons is not unreasonably disturbed.



- 5.2 Members, family and guests will respect other patrons and will conduct themselves in a manner that will not cause offense.
- 5.3 Junior members and children may be admitted to the licensed areas provided that they are under parental or adult supervision.
- 5.4 Club facilities are to be left clean and tidy after use and any identified issues that require attention be reported to staff.
- 5.5 Members and staff will abide by the Responsible Service of Alcohol legislation.

## 6. DRESS CODE

- 6.1 Members shall comply with the Club's Dress Code Policy at all times. Members shall be responsible for the attire of their guests.

## 7. SMOKING (INC. E-CIGARETTES)

- 7.1 By law, smoking is not permitted in the clubhouse or within three (3) metres of any entrance.
- 7.2 Smoking is not permitted on any jetty.
- 7.3 Smokers must dispose of butts correctly in the bins provided.
- 7.4 Members are to respect the rights of other members who wish to smoke in designated smoking areas.
- 7.5 Designated smoking areas are:
  - 7.5.1 Car park on Eastern Side of Clubhouse;
  - 7.5.2 Eastern side of Tractor shed;

## 8. SOCIAL MEDIA

- 8.1 Members shall comply with the Club's Social Media Policy at all times. Members shall be responsible for their guests complying with the Club's Social Media Policy.

## 9. PFSYC CODE OF CONDUCT FOR INTERACTION WITH CHILDREN

The Perth Flying Squadron Yacht Club 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 is complimentary to, and is to be read in conjunction with the Club's Child & Youth Risk Management Strategy, and applies to all volunteers and persons working with children and youth in our organisation. The standards of appropriate behavior include:

- 9.1 Be ethical, fair and honest in all their dealings with others;



- 9.2 Treat all persons with respect and courtesy and have proper regard for their dignity, rights and obligations;
- 9.3 Always place the safety and welfare of children/youth above other considerations;
- 9.4 Comply with PFSYC's Constitution, rules and policies including this Policy and the Club's Child and Youth Risk Management Strategy;
- 9.5 Operate within the rules and spirit of the sport;
- 9.6 Comply with all relevant Australian laws (Federal and State), particularly anti-discrimination and child protection laws;
- 9.7 Be responsible and accountable for their conduct;
- 9.8 Respect the rights, dignity and worth of every person, regardless of their abilities, gender, religion or cultural background;
- 9.9 Language – no swearing, derogatory terms, sexual jokes/innuendos;
- 9.10 Relationships – no special favours/relationships, acting in accordance with role;
- 9.11 Physical contact – only if necessary due to nature of activities and age/abilities of children and youth;
- 9.12 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.
- 9.13 Bullying and harassment – PFSYC does not tolerate bullying or harassment by anyone, including amongst children/youth;
- 9.14 Behaviour management and discipline – corrective practices are not punitive, humiliating or aggressive.
- 9.15 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.
- 9.16 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.
- 9.17 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.



- 9.18 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.

## 10. PFSYC CODE OF CONDUCT FOR INTERACTIONS BETWEEN CHILDREN

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

- Abide by this Code of Conduct;
- Play by the rules;
- Respect the physical property and facilities provided by PFSYC;
- Treat all other children and young people as you like to be treated. Do not bully or take unfair advantage of others;
- Control your temper. Verbal abuse of officials and sledging other members or competitors, deliberately distracting or provoking other competitors is not acceptable or permitted;
- Be a good sport. When playing or competing, applaud all good plays whether they are made by your crew or competitors; and

Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

## 11. BREACH OF CODE OF CONDUCT

- 11.1 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 PFSYC's Constitution.
- 11.2 All members must follow the Club Constitution and By-laws to handle any disputes.
- 11.3 In the sole judgement of the Committee, the Committee shall apply the power to reprimand, fine or suspend or expel any Member of the Club who: breach any Rule of the Club, any By-Law of the Club, Members Code of Conduct, or of any direction by the Committee.





## 12. DECLARATION

This code is to be read in conjunction with the Articles, Rules, Constitution and By-laws of the Club.

You are reminded that the purpose of this Code is to provide you with an enjoyable and safe environment, where you are able to enjoy being a member of The Perth Flying Squadron Yacht Club.

I, \_\_\_\_\_ [member's name] have read and understood the Member's Code of Conduct and will abide by it as a member of The Perth Flying Squadron Yacht Club.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

If under 18 years of age, parent/guardian:

Name: \_\_\_\_\_

Relationship to Junior Member: \_\_\_\_\_

Signature: \_\_\_\_\_

Date: \_\_\_\_\_