



Balmy Beach Club Code Of Conduct and Behaviour Policy

This Code of Conduct has been developed to ensure a safe, enjoyable, friendly, and respectful place for all Members, Employees, Guests and Volunteers to gather in the spirit of relaxation, good will, fun and friendly competition. This policy is animated by the principles of access, diversity and inclusion, mutual respect, and accountability. The Code of Conduct differs from the Club By-Laws in that it addresses acceptable/unacceptable behaviour.

The Balmy Beach Club expects Members, Employees, Guests and Volunteers while on the property, or representing the Club off-site, to behave in a manner that does not contravene the Code of Conduct, Club Bylaws or any policies that may be in place by the Club Sections and in a manner that is not injurious to the reputation and interests of the Balmy Beach Club.

This applies to all Members, Guests, Volunteers and others. It applies to conduct:

- that takes place on BBC property;
- that relates to all BBC-sanctioned activity either on or off-site; and
- that engages a legitimate BBC interest, including a reputational interest and the BBC's interest in maintaining a safe and harassment free working and leisure/recreational environment.

Inappropriate Behaviours

- use scurrilous, profane, or obscene language directed at another Member, Employee, Guest or Volunteer;
- make remarks or engage in conduct that are racist, sexist, or in other ways discriminatory, as defined by the Ontario Human Rights Code;
- engage in behaviour or make remarks that could reasonably be interpreted as aggressive, abusive or threatening;
- engage in behaviour that may be considered as harassment of any kind including, but not limited to, criminal harassment, bullying, or sexual in nature;
- financial delinquency in the payment of membership tabs or payment of fees;
- any act of violence or threat of an act of violence towards another Member, Employee, Guest or Volunteer
- inappropriate use of Club property, theft or wilful damage;
- encourage, by inaction or innuendo, the development of a BBC environment that is fractious, disrespectful of others, Members, Employees, Guests or Volunteers;
- promote their personal, religious, political, social, or business agendas;
- spread negative, malicious, or unkind remarks or rumours that are deemed slanderous or defamatory about the Club, another Member, Employee, Guest or Volunteer;

Online Environment/Communication

- All Members must always apply professional and ethical standards when accessing, using, and distributing information and materials through use of any and all technologies.
- No Member may disseminate, by electronic means, information which is misleading, misrepresentative of the truth or defamatory in any way towards Membership, the Board, Employees or Management.
- The BBC believes that every user bears the primary responsibility for the material she/he chooses to access, send, or display.

Club Environment

- Members will treat all other Members, Employees, Guests and Volunteers with courtesy and respect.
- Members will maintain a climate in which safety and wellness can flourish and in which all are treated with equality and respect.

Conduct between Members, Employees, Guests and/or Volunteers

When interacting with other Members, Employees, Guests and/or Volunteers all will:

- behave with courtesy, respect, patience, helpfulness, and a general spirit of goodwill in their interactions;
- refuse to engage in or condone gossip, innuendo, or any other activities that would malign or otherwise damage any relationship, or be deemed to be slanderous, defamatory, or intended to cause insult.
- refrain from talking about other Members, Employees, and/or Volunteers in a public manner which is deleterious to their character or well-being. Instead, all should be encouraged to share their concerns with either the Member, Employee, Guest or Volunteer.

Conflict Resolution

- Members will strive actively to resolve conflict between themselves, Employees, Guests or Volunteers and should make every effort to resolve conflict between others;
- In the event of conflict between Members, Employee or Volunteers, the Members, Employee or Volunteers will meet with and maintain an open, non-confrontational attitude while attempting to resolve the problem at hand;
- Issues and/or conflict which cannot be resolved may/and can be escalated first to the General Manager who may then determine if this is to be brought forward to the BBC Board of Directors.

Members are responsible for the conduct of their guest(s) at all times and will be held accountable for any occurrences. Any Guest found to be in breach of this Code of Conduct will lose 'guest privileges'.

Section Heads are responsible for the conduct of their Members and any Guests in attendance for events held in a BBC sanctioned activity and/or event.

Anyone using BBC facilities must comply with the BBC Alcohol Consumption Policy, always keeping the best interests of the club in mind.

This Code of Conduct and Behaviour Policy is to promote an enjoyable and respectful environment at the BBC. Anyone who demonstrates behaviour that does not comply with this policy will be subject to the range of disciplinary actions which may and can include suspension and/or termination of membership, and/or volunteer duties. Please see the attached appendix which serves as the Disciplinary Matrix