

Thunder Bay Yacht Club

Code of Conduct

Objective

The goal of this Code of Conduct is to foster a safe and respectful environment for Members and their guests.

Application

As a condition of Membership, all Members commit to complying with this Code of Conduct. Members are also accountable for the behavior of their guests, assuming responsibility for their conduct.

Code of Conduct - All Members and their guests shall:

- Conduct themselves courteously while on Club premises or at sanctioned Club events, representing the Club positively in the community and as guests at other Clubs.
- Act ethically, with integrity, and in the spirit of fair play both on and off the water.
- Adhere to all Club By-Laws and Policies/ Procedures, as well as local, provincial, and national laws and regulations applicable to Club operations.
- Not engage in illegal activities on Club premises.
- Respect Club infrastructure and equipment, taking responsibility for any damages caused.
- Respect other members boats, equipment, and belongings, taking responsibility for any damages caused.
- Not engage in any form of abusive, aggressive, disrespectful, violent, or discourteous behavior towards other Members or their guests, whether in person, electronically, through social media, or otherwise.
- Not display on Club property, their boat, or person, any images or messages that may be considered hateful, racist, intolerant, or otherwise offensive.
- Conduct themselves discreetly and courteously in public or on social media when discussing or posting content related to TBYC. Any content representing itself as the official position of TBYC, using the Club's visual identity without authorization, or deemed disrespectful, dishonest, offensive, harassing, or damaging to TBYC or its Members may result in disciplinary action.
- Not expect or accept preferential treatment for themselves, family members, or friends due to their association with the Club.
- Not engage in behavior that could bring the Club into disrepute.
- Conduct around Minors shall be beyond reproach.

Consequences

Breaches of the Code of Conduct will be reviewed and disciplinary action, if any, will be determined by the Board.

The Member, and any affected party, will be notified of disciplinary action following the process described below.

Members must adhere to a disciplinary decision or withdraw their membership.

Disciplinary action, including suspension or expulsion, does not relieve a Member or the Club from their financial or material obligation to the Member, the Club, its Members or Service Providers.

Discipline

- Any Member suspected of breaching this Code of Conduct may face disciplinary action, suspension, or expulsion. Conditions for disciplinary actions include:
 - i. The Board provides the Member and any affected party with written or emailed notice (including a brief statement of the reason(s)) at least five (5) days before a Board meeting where a disciplinary matter will be considered.
 - ii. The Board offers the Member and any affected party a reasonable opportunity to make representations at the meeting before any resolution is voted on.
 - iii. A resolution to discipline or suspend the Member requires approval by at least 50% of the Board present, provided Quorum is reached.
 - iv. A resolution to expel the Member requires at least 75% of the entire Board's approval.
 - v. Any disciplined, suspended, or expelled Member will receive emailed (if available) and written notification of the decision following the meeting where the final decision is made.
 - vi. The Member shall have at least five (5) days after the decision notification before the disciplinary action becomes effective. A minimum of 15 days should occur between notice and disciplinary action.
- Acts of an extreme nature such as physical violence or threats of violence, sexual assault, vandalism or property damage, will be grounds for immediate suspension of all privileges until the disciplinary process is complete.
- An appeal of a Board resolution for suspension or expulsion may be taken to a General Meeting, subject to the Bylaws. Such appeal may be granted by a Special Resolution approved by at least 75% of the Membership in attendance.
- A resolution by the Board for discipline other than suspension or expulsion may not be appealed.
- A record of all disciplinary meetings and decisions will remain on the Member's file permanently. After a period of 5 years, a Member may appeal to the Board to have the record removed. A resolution would require at least 75% of the entire Board's approval.

Definitions

Member – A Member of TBYC as defined by our By-Laws, and also encompassing all classes of membership, even those not listed within By-Laws, such as Co-Owner, Social / Racing Crew Affiliate members, etc.

Guest – Any family member, friend, crew member, contractor, or any other person present at the invitation of a Member.

Suspension – Permanent or temporary denial of one or more club services and/or privileges, including access to any Club premises or event.

Expulsion – Revocation of Membership and all privileges associated with it.

Revision History:

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