



Appropriate Behaviour policy

1. Aim

The aim of the policy is to ensure that LRC provides a friendly and safe club environment, in which harassment, discrimination and bullying are not tolerated. This means that club participants must demonstrate courtesy and respect towards each other. In relation to children, this means that LRC has additional obligations to ensure their safety and welfare.

2. Coverage

This policy applies to all club participants, this includes club members, parents and spectators.

3. Breach

Breach of this policy amounts to a breach of the Code of Conduct and will be dealt with according to the Grievance Handling policy. In addition, discrimination, harassment, bullying are unlawful as is a breach of child protection obligations.

4. Rights and responsibilities

4.1 Discrimination, harassment and bullying

Club participants have a right to participate in an environment which is free from discrimination, harassment and bullying.

Discrimination means treating someone unfairly, because of a characteristic such as their sex, race, age, disability, sexual orientation, pregnancy, political or religious beliefs, race, caring responsibilities, or marital status. Discrimination may occur intentionally (eg excluding a club participant from a squad because of their ethnicity), or unintentionally (eg requiring a person seeking to become a member of the club to comply with a requirement or condition that, because of their characteristic they cannot comply with, and it is an unreasonable condition). In either situation, discrimination is unacceptable.

Harassment means offending, intimidating, or humiliating another club participant on the basis of their sex, race, age, disability, sexual orientation, pregnancy, political or religious beliefs, race, caring responsibilities, or marital status. Sexual harassment has the added element of the conduct being sexual in nature. Such conduct includes unwelcome comments, jokes and questions (eg about a club participant's private life), unwelcome touching or an unwelcome advance.

Bullying means offending, intimidating or humiliating another club participant. Bullying is usually a pattern of conduct which includes isolation, denigration, threats or physical abuse, but can arise on a single occasion if it is of sufficient seriousness.



Appropriate Behaviour policy (p2)

In determining whether a club participant has been harassed or bullied the focus is on how the victim feels and whether a reasonable person would have anticipated that their conduct would have intimidated, humiliated and offended the victim. The focus is not on the intention behind the conduct of the harasser, although that may mitigate the penalty.

These responsibilities cover club participants in club related settings, eg at the club house, at a regatta, or at another club related activity.

A quick test to identify whether your conduct might breach these obligations is to ask yourself “Would I like to be treated this way?”

4.2 Child protection

Club participants who are under 18 years of age require additional support and supervision to ensure that they are not subjected to abuse (including sexual abuse) or neglect. This means that club participants who are under 18 years of age must be supervised by a responsible adult whilst participating in club related activities, and that adult must have been screened by the club before undertaking a supervisory role.

Screening means that a club participant who has regular unsupervised contact with young club participants (ie those under 18 years of age), eg as a coach, must provide the President with a declaration as to their background. This declaration must demonstrate that the supervisor has not been convicted of any offence relating to violence, sexual assault or children. This declaration must be provided prior to a club participant’s anticipated regular unsupervised contact with children.