

Code of conduct for adult members

DUNMORE EAST SWIM CLUB

Dunmore East Swim Club ("DESC, "the Club") has adopted a Code of Conduct that sets out the standards, values and behaviour expected by all members and visitors to DESC.

Expected Standards of General Conduct

Members should:

- Respect the rights, dignity and worth of all participants regardless of age, race, gender, culture, or religion, and offer equal opportunity to play regardless of ability.
- Respect and treat all fellow members, guests, staff, and volunteers equally.
- Never display or condone the use of inappropriate or abusive language, bullying, harassment, discrimination, physical violence, or conduct that may be construed as unethical. This includes all forms of communication -such as email, phone, and/or social media. Any misconduct will be subject to the Club's disciplinary procedures.
- Be role models and respect the spirit of the sport, by providing encouragement and support to other Club members and members from visiting Clubs.
- Pay fees for subscriptions, coaching or events promptly.

Committee Members take on roles and tasks on behalf the whole Club in volunteering and donating their time and effort to ensure that the Club runs successfully. Please support them in a constructive way.

As a Committee Member I **will**:

- promote the values, aims, rules and regulations of our Club by acting as its ambassador and advocate;
- act only in the interests of the Club as a whole, not for individuals or small groups;
- be open-minded and respectful of the views and opinions of others;
- ensure that all my communications are forthright and concise;
- maintain confidentiality on any matter discussed at Committee meetings or at a Committee level;
- manage Club funds to maximise value for money in all of the Club's financial dealings;
- actively contribute to the effective work of the Club Committee by regularly attending and preparing for meetings.

Sanctions



Members who do not adhere to the Adult Code of Conduct may be asked to modify their behaviour accordingly. In substantial breaches of this Code the member may be asked to leave the Club, or a Committee Member may be asked to step down from the role, a decision which can be made by a majority of the relevant committee.

On-line Code of Conduct for communications via DESC social media

Any communications made by members through DESC social media should not bring the sport, Club, or its members into disrepute, for example:

- 1) breaching confidentiality by
 - a. providing confidential information about an individual (Club member or fellow volunteer) or organisation;
 - b. revealing information held by the Club, individual, or organisation where there would be reasonable expectation of confidentiality;
- 2) doing anything that could be considered discriminatory, bullying, or harassment of any individual; or
- 3) making misrepresentations relating to DESC.

The Management Committee reserves the right to change or amend the rules at their discretion. All changes will be publicised to members of the Club. This Code of Conduct can also be found on our website: www.dunmoreeastswimclub.ie

General queries about this Code of Conduct for Adult Members please contact the Membership Secretary.