



CODE OF CONDUCT

All members and non-members taking part in Canberra Cross Country Ski Club activities are expected to:

- publicly and privately support the Club and each other, acknowledging the strengths and weaknesses of others, and act with courtesy and respect in club meetings and other events;
- act honestly and in good faith at all times in the interests of the Club and its members;
- carry out their Club duties and activities in a lawful manner, and ensure the Club carries out its business in accordance with the law;
- use the Club's communication resources in appropriate ways that beneficially promotes the Club and its activities;
- act in a safe and responsible manner in Club activities;
- maintain confidentiality regarding any information gained through Club activities and not divulge personal information or addresses or phone numbers without the permission of the relevant Club member;
- respect and safeguard the property of the Club, its members and the public; and
- ensure that personal and financial interests do not conflict with their duties to the Club.

Canberra Cross Country Ski Club does not tolerate inappropriate or unlawful behaviour, including harassment or discrimination, by members or non-members taking part in Club activities.

Because cross country skiing is an inherently risky activity, leaders of Club activities have the right to exclude members and non-members from participation where they are concerned about the person's capacity to complete the activity safely and harmoniously.

What is inappropriate behaviour?

Behaviour may be inappropriate where it causes a significant unwarranted threat:

- to a person's health or safety, such as injury or mental distress from harassment or discrimination;
- of damage to property;
- of damage to the environment; or
- to the Club's reputation.

What is harassment?

Harassment is behaviour that is unwelcome and that a reasonable person would find offensive, intimidating or humiliating. Harassing behaviour includes bullying; telling insulting jokes; making derogatory comments; asking intrusive questions about someone's personal life; making unwelcome physical contact; displaying offensive materials; and making gestures or comments of a sexual nature. Harassing behaviour may take the form of single or repeated incidents. It may be explicit or implicit, verbal or non-verbal and it may include promises or threats.



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What is discrimination?

Discrimination is the less favourable treatment (compared with other persons or groups of people) of a person or a group of people because of their race, colour, national or ethnic origin; sex, pregnancy or marital status; age; disability; religion; sexual preference; or some other characteristic specified under anti-discrimination or human rights legislation.

What is inappropriate use of communication resources?

Canberra Cross Country Ski Club's newsletter, website, Google Groups and email services facilitate the efficient communication of information to, and among, its members, and the promotion of the Club's activities to the broader community.

Members are prohibited from using these, or any other, communication resources unlawfully or in a way that brings the Club into disrepute, for example, where a member knowingly:

- interferes with or impedes the intended use of communication resources;
- infringes upon copyright, licence agreements or other contracts;
- transmits any communication which is insulting, abusive, disparaging, degrading, or demeaning or uses words or images which could reflect adversely on the Club;
- transmits, or causes to be transmitted, communications which may be construed as harassment or disparagement, or which violates relevant laws;
- transmits or causes to be transmitted, confidential information, or
- invades the privacy of another individual.