

Albert Park Yachting & Angling Club Inc. (APYAC)

Code of Conduct

1. Purpose

This Code of Conduct sets out the minimum standards of behaviour expected of all members, guests, volunteers, and visitors of the Albert Park Yachting & Angling Club Inc. (APYAC) to ensure a safe, respectful, and enjoyable environment.

2. Scope

This Code applies to all individuals when:

- On Club premises
 - Participating in Club activities or events
 - Representing the Club in any capacity
 - Interacting with members where the Club may be affected, including online
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3. Standards of Behaviour

All members and guests must:

- Treat others with respect, courtesy, and fairness
 - Act honestly and with integrity
 - Comply with the Club Rules, by-laws, and lawful directions of the Committee
 - Support the objects, interests, and reputation of the Club
 - Use Club facilities and equipment responsibly
 - Follow all safety requirements and directions
 - Respect the rights, privacy, and wellbeing of others
 - Maintain appropriate professional and personal boundaries, particularly with staff, junior members and vulnerable persons
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4. Unacceptable Conduct

The following conduct is prohibited:

- Harassment, bullying, or discrimination

- Aggressive, abusive, or threatening behaviour
 - Excessive intoxication impacting safety or amenity
 - Damage to Club property or misuse of equipment
 - Conduct bringing the Club into disrepute
 - Failure to comply with reasonable directions of authorised persons
 - Inappropriate relationships, communication or behaviour towards staff, junior members or vulnerable persons, including any conduct that may reasonably be perceived as grooming, exploitation, or an abuse of position
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5. Safety and Compliance

Members must:

- Comply with all applicable boating, fishing, and safety laws
 - Use required safety equipment
 - Follow ramp, marina, and waterway etiquette
 - Report hazards, incidents, or unsafe behaviour
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6. Guests

Members are responsible for the conduct of their guests and must ensure compliance with this Code.

7. Social Media and Public Conduct

Members must not:

- Publish material that damages the reputation of the Club
 - Harass or abuse other members online
 - Represent personal views as those of the Club without authority
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8. Breaches and Complaints

Alleged breaches of this Code may be reported to the Committee and will be addressed in accordance with Rule 11 of the Club Rules (Discipline, Suspension and Expulsion of Members).

9. Disciplinary Outcomes

Where a breach is substantiated, the Committee may impose one or more of the following outcomes in accordance with Rule 11.4 of the Club Rules, having regard to the seriousness of the conduct and any prior history:

- **No Action** – where the matter is not substantiated or no further action is warranted
 - **Reprimand** – a formal warning regarding conduct
 - **Restriction** – limitation of access to certain facilities, activities, or privileges
 - **Suspension** – temporary suspension of membership rights
 - **Expulsion** – termination of membership
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10. Procedural Steps

Alleged breaches will be dealt with in accordance with Rule 11 of the Club Rules.

Without limiting Rule 11, this generally includes:

- Initial consideration of the allegation by the President or nominee
 - Referral, where appropriate, to a Complaints Sub-Committee
 - Notification to the member of the allegation and hearing details
 - Opportunity for the member to respond and be heard
 - Determination of an outcome in accordance with Rule 11
 - Right of appeal in accordance with the Rules
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11. Adoption and Authority

This Code of Conduct is adopted by resolution of the Committee of the Albert Park Yachting & Angling Club (APYAC) and operates in conjunction with the Club Rules and by-laws.

12. Review

This Code will be reviewed periodically by the Committee.
