

Northern Rivers Outdoor Adventure Club

Code of Conduct

The Northern Rivers Outdoor Adventure Club's *Code of Conduct* sets standards of behaviour for everyone participating in NROAC activities, whether they be an ordinary, temporary or life member.

Key Principles

The NROAC *Code of Conduct* is based on four key principles.

- All members should support the NROAC and must not bring it into disrepute.
- All members should treat all other members with consideration and respect.
- All members must act within the law.
- All members should take personal responsibility for their safety and actions.

Club Activities

All members are required to have read and accepted the NROAC's *Essential Information Document* relevant to the activity they are taking part in. In addition, members are expected to comply with the following for every activity.

- Comply with NROAC procedures and requirements, including adherence with this *Code of Conduct*.
- Follow any instructions from the activity leader, including remaining with the group.
- Acknowledge the risks associated with the activity, and, to minimise risks, ensure that the activity is within the member's capabilities.
- Advise the activity leader of any limitation that might affect the member's participation in the activity.
- Be suitably equipped for the activity.

Members are expected to adhere in full to this *Code of Conduct* at all NROAC meetings and social activities.

Harassment

NROAC has NO TOLERANCE for physical, verbal or sexual harassment of anyone. Harassment includes offensive verbal comments and behaviour related to gender, sexual orientation, disability, gender identity, age, race and religion.

Harassment is verbal comment or behaviour that is unwelcome and that a reasonable person would find offensive, intimidating or humiliating.

Harassing behaviour includes: bullying; telling insulting jokes; making

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derogatory comments; asking intrusive questions about someone's personal life; deliberate intimidation, stalking or following; harassing photography or recording; sustained disruption of activities; making unwelcome or inappropriate physical contact, and unwelcome sexual attention; and displaying offensive materials.

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.

Personal Gain

Members must not use NROAC resources, equipment or reputation for personal gain.

Commitment

By engaging in any NROAC activity, members agree to adhere in full with the NROAC *Code of Conduct*.

Any member asked to cease behaviour in breach of the *Code of Conduct* is expected to comply immediately.

Approved by the Northern Rivers Outdoor Adventure Club Committee 27.06.18