

## BEHAVIOUR POLICY & PROCEDURE FOR ALL WESSEX CANICROSS MEMBERS



### 1. Policy Statement

Wessex Canicross (the club) is committed to creating and maintaining an environment in which all members and visitors are free from:

- inappropriate conduct including, but not limited to, the use of abusive language, disrespectful behaviour, inappropriate use of social media and bullying;
- unsporting conduct or other acts of dishonesty;
- conduct that is unlawful including, but not limited to, use of illegal substances, racial taunts and defamation; and
- language or behaviour that is unjustified, unwarranted, unwanted, uninvited or unreciprocated.

### 2. Objectives

The aim of the behaviour policy is to foster a supportive environment where every member is treated with dignity and respect, whether in person or via social media.

### 3. Scope

The behaviour policy confirms the following:

- The club is committed to promoting the rights of all members to participate in Canicross and club's social activities, without fear of criticism or adverse comments and behaviours being made against them.
- The club is committed to renouncing bullying by establishing and maintaining arrangements that promote its early identification, together with prompt and collective action to deal with bullying behaviour.
- Elected committee members have a responsibility to eradicate language or behaviour that is contrary to this policy by fostering an atmosphere of dignity and respect and supporting people in a caring manner.

### 4. Social media etiquette

Social media allows people great freedom in how they communicate and express themselves. To help ensure everyone can equally benefit from the club's social media sites, members must abide by the following principles:

- Give due consideration the behaviour policy when posting comments.
- Disagree with others' opinions respectfully.

### 5. Inappropriate language or behaviour

Inappropriate language and behaviour are language or behaviour that results in physical, mental or psychological hurt. This can be intentional or unintentional, direct or indirect.

Language or behaviour which contravenes this policy can take many forms, occur on a variety of grounds and may be directed at an individual or group of individuals.

Language or behaviour which one person finds acceptable may not be acceptable to another. Moreover, it is not just the meaning of the words or actions that need to be considered but how a third party may perceive them.

Direct inappropriate language and behaviour is aimed at an individual, whereas indirect is overheard language or observed behaviour.

6. Complaint process

