



Code of Conduct

Members, Visitors and others who enjoy the Club

Cardiff Bay Yacht Club (CBYC) is one of the most innovative Water Sports clubs in the UK and enjoys a reputation driven by the Club Values. Membership of CBYC is a privilege and carries with it a responsibility to uphold its reputation at every opportunity, and not to engage in conduct that brings the Club and its Members into disrepute or is contrary to the Articles of Association and By-Laws of CBYC.

There are many users of the CBYC facility that encompasses various types of membership or association. Everyone, whether they are a member, member's guest, visitor or staff of CBYC, has a duty to ensure that they cause no adverse impact on any of these users because of their actions at CBYC or in the wider environment.

Everyone using the club is expected to:

1. Maintain and enhance the reputation of socially and environmentally engaged club.
2. Ensure a friendly and relaxed environment of the CBYC.
3. Enhance the enjoyment of the family rich culture at the CBYC.
4. Ensure the health, safety and comfort of members, visitors and staff employed at CBYC.
5. Treat fellow members, visitors, and staff in a courteous, non-discriminatory manner with respect and understanding, regardless of age, disability, gender identity, race, religion or belief.
6. Support fellow members in experiencing safe and enjoyable activities both on land and water.
7. Promote courtesy to other water users and respect our neighbours.
8. Recognise the contribution of volunteers, officers, and employees of the Club.
9. Use established procedures where there is a concern or dispute.
10. Be responsible for their actions and in the case of parents, guardians or parent substitutes be responsible at all times for the conduct of persons under the age of 18 years of age in their care.
11. Abide by the Club's Articles of Association and Bye-Laws.

Everyone on our premises shall not engage in conduct that:

1. Breaches of accepted standards of public behavior.
2. Jeopardises the health, safety and well-being of members, staff, and visitors.
3. Causes offence or harassment to members, staff and visitors.
4. Intentionally damages, destroys, or reduces the value of the CBYC or members assets.
5. Facilitates the publication of material and/or comments, on any platform, that is obscene, defamatory, threatening, harassing, discriminatory, hateful, disparaging, or

unfavourable about the Club or about any member and visitor including the Officers and employees of the club.

In return, members and visitors can expect to:

1. Feel welcome and valued.
2. Be respected and treated fairly.
3. Be listened to and kept informed.
4. Know that their safety and wellbeing is uppermost in the mind of the club.
5. Be involved and contribute towards decisions within the Club.
6. Be reassured that the Club is being managed to the best of abilities and with their interests at heart.

Any Member bringing the Club into disrepute in any way may be subject to disciplinary action in accordance with the CBYC Articles of Association and Bylaws, Codes of Conduct and Managing Disputes and Complaints Procedure, considering all relevant UK legislation and specifically the Equality Act 2010. Any Visitor breaching this code may be asked to leave the premises immediately by the General Manager of a club Officer.

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