



ROBERTTOWN ROAD RUNNERS

BEHAVIOUR POLICY

RRR expects its members to behave in a way that demonstrates respect for other members, external stakeholders and the general public. It also wishes to operate in an environment that is free from harassment or discrimination.

In this context, harassment is defined as any action directed at an individual or group that creates a hostile, intimidating or offensive environment. Discrimination is defined as not respecting the rights and dignity of every member of the Club equally, irrespective of gender, ethnic origin, age, sexual orientation or religion. Ultimately it not easy to provide a comprehensive definition of what is unacceptable behaviour but a starting point would be to judge the behaviour in the context of the following questions:

- Will the behaviour have a negative impact on the reputation of the Club?
- Does the behaviour create significant tension, disharmony or disunity within the Club?

Examples of unacceptable behaviour include:

- Denigration or intimidation of individuals whether a member of the Club or a member of the public.
- Repeated use of foul language or insulting behaviour on Club runs.
- Any form of harassment whether physical, mental or sexual.
- Any form of discrimination.
- Damaging Club or another person's property.
- Theft of Club or a member's property.
- Any behaviour that would harm the reputation of the Club.

Gross Misconduct is considered to be:

- Any act of violence, intimidation or harassment against another Club member.
- Any act that is deemed to be illegal whilst participating in a Club organised activity or whilst wearing Club clothing.
- Running in a Club activity whilst under the influence of drink or drugs.
- Theft of another member's or of the Club's property.

Grievance and Disciplinary Process

Non-compliance with this Policy would normally be reported to the Committee, depending on the incident and sequence of events that have led to the breach.

For example, the Club sometimes receives feedback on its Facebook page or directly to committee members about the conduct of its members on Club runs, running events and other Club related occasions.

Most of these are of a trivial nature and do not require in depth investigation. If some action is required, it will probably be to ask the member(s) involved to address the issue and, if

appropriate, take action to stop the incident happening again. Any action required to address these minor incidents would be determined by the Committee.

For more serious issues, the member or members involved in the breach would normally be asked to explain what had happened to the Committee and proposed actions would be agreed by the Committee.

Generally, if the breach was the first of its kind and of a relatively minor nature, the individuals concerned would be requested to take the appropriate remedial action and would suffer no further consequences. However, a repeat of the breach or the occurrence of a more serious incident, might trigger the issuing of a final warning by the Committee to those who were deemed to be responsible for the breach.

Gross Misconduct would result in expulsion from the Club.

In all incidents of inappropriate behaviour and gross misconduct the Committee's decision is final.

Reviewed on: 26/10/2019