



Elvet Striders Code of Conduct

1. Ethos

The club's ethos is to provide a friendly, sociable club where all members are included and where members are offered encouragement from other members so that they can enjoy running and participate in club and other running and social events.

The Code of Conduct is designed simply to reinforce the club's ethos and is no more than a formalisation of basic principles of decency, good manners and common sense. The Code of Conduct should be read alongside the Club Constitution

2. General conduct

Club members will:

- respect the rights, dignity and worth of every member of the club, other runners, officials, marshalls, volunteers and all other persons and will not discriminate on the basis of age, ability, gender, race, religious belief, sexual orientation or social/economic status or any other reason.
- be polite to other members of the club in discussions and all correspondence, including public forums such as Facebook and other social media sites and when using the club email list.
- not act in any way that may bully, intimidate or embarrass people.
- consistently promote fair play and never condone rule violations or the use of prohibited substances or act in any way to bring the club into disrepute
- anticipate and be responsible for your own needs including being organised, having the appropriate equipment and being on time
- be polite to the organisers, volunteers and officials who enable you to participate in competitive and non-competitive events and activities

3. Participation in events

When participating in or attending or representing the club in any way during any activity, including training sessions, club nights and competitive races, club members will:

- act with dignity and display courtesy and good manners towards others.
- avoid swearing and abusive language and irresponsible behaviour including behaviour that is dangerous to yourself or others, acts of violence, bullying, harassment and physical and sexual abuse.
- never engage in any inappropriate or illegal behaviour.
- avoid destructive behaviour and leave race venues and transport as you find them.
- behave in a manner which shows the club in a good light.
- wear a club vest if required to do so by the race organisers (for example in the Harrier League)

If someone suffers an injury whilst out running with the club and is unable or doesn't want to continue then, wherever practicable, someone should either accompany the person back to their vehicle or the meeting point (as appropriate) or should stay with the person until assistance arrives.

4 Compliance with procedures

Club members will:

- comply with the procedures and rules laid down by the club committee from.
- ensure that all sums owed to the club or any club member, including annual subscriptions (including membership of Maiden Castle), race entry fees, transport fees and payment for kit are paid promptly.

4. Breaches of the Code of Conduct

Any breaches of the Code of Conduct will invoke disciplinary procedures as determined by the Committee. This could result in temporary/permanent exclusion from Club sessions or expulsion from the club.

Proposal AGM 2017

It was proposed that we revise the Code of Conduct to include a 'three strikes' policy. The then Code of Conduct contained a vague provision in respect of breaches and the Chair JH suggested some revisions. Fortunately, we have not had to consider many breaches of the Code of Conduct, but a proportionate and robust remedy is required.

The relevant extract from our Code of Conduct is:

'Breaches of the Code of Conduct

Any breaches of the Code of Conduct will invoke disciplinary procedures as determined by the Committee. This could result in temporary/permanent exclusion from Club sessions or expulsion from the club.'

It was proposed that we alter the Code of Conduct, to incorporate a 'three strikes' policy as follows:

Breaches of the Code of Conduct

Breaches of the Code of Conduct will invoke disciplinary procedures which are administered by the Committee, and will be dealt with as follows:

- Upon the first breach, a written warning will be administered.
- A second breach within the same membership year will result in a final warning, and a one-month suspension from all club activities.
- A third breach within the same membership year will result in expulsion from the club.

At the commencement of each membership year, a reset occurs, and any warnings become spent. Prior to the first stage (written warning) and where appropriate, early intervention via words of guidance should be considered.

The input from EA included considering appointing a Disciplinary panel however, JH's recommendation was that since we do not currently have many breaches, that the Committee discharges the function of a Disciplinary panel.

This was clarified to be in line with employment law and was agreed by members.

Rules for using Elvet Striders Facebook group

Moderation

Elvet Striders (ES) is moderated but committed to encouraging free flowing conversation and will therefore keep intervention to a minimum. However, where we believe posts or comments to be obscene or anything that breaches the equality act and therefore could be considered discrimination towards the protected groups (age, disability, sexual orientation, race, religion, gender etc.) and anything that could be considered a hate crime or bullying / harassment / victimization will also be removed. These types of posts could lead to investigation and formal action (ie report to committee/ police etc). If you see a post which you think contains any of the above, please report it to an Admin as soon as you can.

Elvet Striders Rules

ES asks that you are courteous when posting on this forum. This group is all about sharing information, celebrating successes (and the occasional DNF!), informing each other of events and so on. Sometimes threads get 'chatty' and it can be hard to convey the tone in which your comment is intended and occasionally messages can be misconstrued.

- 1) We intend to remain a respectful and friendly club, please remember that when responding to a post, and please only be helpful.
- 2) Don't make offensive personal remarks about any individuals, including members of the admin team and the club committee, don't forget this is a public forum! If you wish to respectfully challenge the actions of the committee or an admin member please do this via email or private messaging. Admin team members will not tolerate any level of harassment either publicly on the group or via private messaging.
- 3) Admin reserve the right to remove any post/thread it deems potentially libelous or likely to cause problems for other members.
- 4) Please don't swear. If you're not sure if it's swearing, then probably best not to post it.

- 5) Advertising of services or races (by the race director or company) is by prior consent only. Elvet strider members can of course post links to races.
- 6) Please note that administrators of this group will remove any post deemed inappropriate for this forum. Posters will be informed by private message (if possible) as to why their post has been removed.
- 7) The admins reserve the right to remove a member from this forum if they persist in contravening our rules. ES has a strict 3 strikes policy. If members contravene our rules 3 times, they will be suspended from the group and if necessary may be banned permanently. In some circumstances members may be removed immediately and an investigation of their conduct initiated.
- 8) Please be aware that ES takes NO responsibility for any advice given or followed by members. You may notice us putting disclaimers on medical posts this is for your protection and ours. Please contact a healthcare professional if you are concerned about injuries.
- 9) Please be aware that you are posting to a large audience and as such comments may become public.
- 10) Current Facebook group settings means blocking of other members will result in them not being able to see any posts that the blocker makes and the admins will not be able to comment on that post if also blocked. This means that some members through no fault of their own could be excluded from participation in runs, socials and club discussions. This is unacceptable. If you feel you must block someone then the onus is on you to not start any posts on the group. Anyone ignoring this rule will result in your posts being deleted and you risk being removed from the group. Any member who blocks any member of the admin team will be removed from ES without notice.
- 11) Members who run businesses must not message any ES member to try and sell them products or introduce them to their page/business unless they are specifically asked by that member to do so. We ask any member receiving such unsolicited messages to report it to an admin as it will result in a strike against that member.
- 12) If you are responding to another member's post, we ask that you declare any connection with any product or service that you recommend or make reference to. So, for example, if a member is looking for gait analysis recommendations and you work for the company you recommend you must please declare that interest.

REMEMBER: WHEN YOU POST OR COMMENT ON ES YOU ARE AGREEING TO OUR MEMBERSHIP RULES.