

HOEOCA Code of Conduct for Members

All on the water activity should be safe and fun for everyone. We all have a responsibility to role model positive behaviour and feel able to call out poor or inappropriate behaviour and empower others to do the same.

HOEOCA is committed to providing a culture which is safe, welcoming, and inclusive for everyone who wishes to take part in our activities. It is for this reason we have established a code of conduct, which outlines the standards of behaviour that we expect from everyone participating in our activities.

As a member of HOEOCA we expect you to:

- Respect the rights, dignity and worth of every person and treat everyone with respect.
- Celebrate diversity in all its forms.
- Do not discriminate against anyone based on any protected characteristics.
- Always act with integrity
- Do not behave in any way which causes offense or harm to others.
- Report poor behaviour or conduct to Membership Secretary
- Familiarise yourself with relevant HOEOCA policies and procedures including the Complaints Policy.
- Do not use inappropriate language and always be mindful of banter and how words can also cause harm to others.

As a member of HOEOCA you should expect:

- To be treated with respect by all members
- An environment which is free from discrimination, harassment, and victimisation
- Safe spaces and opportunities where you can report any concerns and know they will be investigated in accordance with HOEOCA's constitution, policies and procedures.
- To feel safe and supported to undertake as many HOEOCA activities as you would like.
- To enjoy your sailing and boating however you wish to undertake it.

Failure to adhere to the HOEOCA Code of Conduct may result in the suspension or withdrawal of membership in accordance with the HOEOCA's complaints policy.

February 2025

For Review February 2026