**Member Code of Ethics and Conduct**

Latitude 48 Paddling Club is committed to providing a respectful, drug free and safe environment, characterized by honesty, fairness, mutual respect and open and clear communication where all members, visitors, volunteers and coaches feel accepted and valued. The code of conduct sets clear behavioural expectations which all members, volunteers, coaches and board members are required to abide by during Latitude 48 Paddling Club activities. Violation of the Code of Conduct will be cause for discipline and may result in restriction of privileges or immediate dismissal from the club program and activities. Interpretation of this code is at the discretion of the Latitude 48 Paddling Club Board of Directors.

1. Latitude 48 Paddling Club Members are expected to treat all fellow members, coaches, competitors, board members and the general community with respect, honesty, fairness and sportsmanship.  Members will refrain from speaking disparagingly of each other, coaches, board members, volunteers or other athletes.
2. Members will respect the club equipment and property with respect on and off the water including:
	* + Handling of Canoes with care and
		+ Avoiding collisions
		+ Refrain from leaning against or stepping over canoes
		+ Keep club area and equipment clean and free of litter
3. Members will extend respect and care for the environment particularly the Ocean.
4. Members will abstain from underage consumption of alcohol, excessive consumption of alcohol, possession and or use of illicit drug and narcotics and or use of performance enhancing drugs.
5. Members are encouraged to get involved in club activities and committees including:
	* Volunteering for the committees
	* Help load canoes for races
	* Contribute to organizing trips and events
	* Watch and support fellow paddlers’ races
6. Members are encouraged to participate in fund-raising events and activities
7. Members are encouraged to strive to achieve their personal best both physically and mentally and support others in this effort.
8. Members are encouraged to act in the best interest of Latitude 48 Paddling Club Ohana (family).
9. Violence or physical or verbal abuse (harassment and bullying) is unacceptable and grounds for suspension or expulsion.
	* Harassment includes conduct, gestures or comments which are insulting, hurtful, intimidating, humiliating, malicious, degrading or otherwise offensive to an individual. Harassment creates a hostile or intimidating environment which negatively affects performance.
	* Bullying is a form of repeated, persistent and aggressive behaviour directed at an individual or individuals that is intended to cause (or should be known to cause) fear, distress, feeling of isolation, and/or harm to another person’s body, feelings, self-esteem, or reputation

**Coaches and Steerspersons Code of Ethics & Conduct**

1. Treat each paddler with respect and dignity
2. Provide paddlers with advance notice of program requirements, practice schedule and crew selection criteria
3. Make crew decisions based on fair selection criteria
4. Be available to explain decisions or answer questions
5. Foster an environment of open communication with the paddlers
6. Mediate conflicts between paddlers that affect the success of the paddling program
7. Be prepared to seek help from other leaders within the club in resolving conflicts
8. Utilize a positive coaching style that fosters teamwork.

**Complaints**

Procedure for complaints regarding coaching or the management of the paddling program; reports of complaints may be kept confidential as necessary or if requested.

1. Talk with your immediate coach privately;
2. If you feel your concern/complaint has not been addressed, talk to the Head Coach;
3. If you still feel like your concern/complaint has not been adequately addressed, talk with the Latitude 48 Commodore. If a matter is brought to the Commodore’s attention, the Commodore will automatically bring the matter before the Board of Directors for Latitude 48 for resolution.

Latitude 48 Paddling Club promotes a sprit of family and an open forum communication. It is each member’s responsibility to connect with our club by respectfully voicing his/her opinions while contributing to the betterment of our club.