



Code of Conduct

Last approved by Committee: 01/05/2025

Effective from: 01 August 2022

Last updated by: Committee



Titans Canoe Club Code of Conduct

Purpose of policy: To explain the expected behaviour and conduct applying to members, staff and volunteers. It also sets out what is not acceptable along with the process for handling any breaches of the code. Code of Conduct is in line with the paddle Scotland code of Conduct.



Titans Canoe Club Code of Conduct

Titans Canoe Club Code of Conduct - for Paddle Scotland Members, Staff & Volunteers

The purpose of the Code of Conduct is to create and maintain an environment in which members, staff and volunteers can go about the Club's business free from discrimination, harassment, bullying and other unacceptable behaviour.

The Code of Conduct:

- Sets out the standards required by Titans Canoe Club as a condition of membership, employment or appointment.
- Applies to all members, staff and volunteers, irrespective of their membership type, job or appointment.
- Is intended to guide behaviours in the club and to remind all involved in the club not to take any action that could impact on or harm Titan's Canoe Club or its members.

Relevant policies include the Titans Canoe Club Equality Policy and the Anti-Bullying and Anti-Harassment Policy. Please see the Titans website or Spond for details of these policies. Members/Employees/Volunteers are expected to exercise their own judgement (which should be made in such a way as to be reasonably justified) to meet the requirements of the code and seek advice if in doubt.

You Should:

- Respect the rights, dignity and worth of others without regard to their age, sex, gender identity, disability, marital or civil partnership status, pregnancy or maternity, religion, race, ethnic origin, nationality, colour, socioeconomic status or sexual orientation.
- Treat others with respect so that they are able to enjoy their sport without the threat of intimidation, victimisation, harassment or abuse.
- Conduct yourself with consideration for the safety, comfort and welfare of others.
- Behave with discretion when discussing individuals and avoid publicly criticising them in a way which they may find demeaning.
- Abide by other applicable Titans Canoe Club, Paddle Scotland and Paddle UK policies.
- Respect the opinions and decisions of those in a position of leadership and/or responsibility
- Report discrimination in whatever form it takes.
- Shall promote the reputation of the Club and take all possible steps to prevent it from being brought into disrepute.

You Should Not:

- Behave in any way which involves or could be construed as abuse of any kind, whether it be sexual, physical, emotional, neglectful or bullying.
- Disclose or authorise to be disclosed, or use for personal gain or to benefit a third party, confidential information except with the permission of the Titans Canoe Club, or as required by Legislation.
- Misrepresent or withhold information relating to Titan's Canoe Club activities, systems or services (unless lawfully bound by a duty of confidentiality not to disclose such information), or take advantage of the lack of relevant knowledge or inexperience of others.
- Publish, or cause to be published, comments about any ongoing Titan's Canoe Club disciplinary process.
- Do anything which adversely affects Titans Canoe Club.

Breaches of the Code of Conduct

Any breach of this Code of Conduct should be notified to the Titan's Canoe Club Committee. The Committee shall be entitled to take such steps as they see fit to monitor compliance and/or investigate any alleged breach of this Code of Conduct and all members, clubs and associates shall cooperate with the same. Any alleged breach will be considered under the Titan's Canoe Club Disciplinary procedures. Refer to the Titan's Canoe Club [Spond](#) site for details of other Club Policies.

Approval

This Code of conduct Policy was approved by the Titans Canoe Club Committee on 01/05/2025

Signed: Maxime Biret
Chairperson, Titans Canoe Club