



Monash University Rowing Club Code of Conduct

Failure to comply with this code of conduct may result in withdrawal of membership for Monash University Rowing Club members.

A code of conduct is documented:

- To make clear the behaviour we expect of everyone
- To highlight that it is right for members to raise questions or concerns

If you have any doubts then please talk to any of the following people.

- Your club presidents
- Your club HR representative
- Your club committee members

Code of Conduct- Equal Opportunity, Harassment and Bullying

We treat everyone fairly and equally and value diversity in our clubhouse.

We will;

- Value differences and acknowledge that diversity of members, gender, nationality, competencies and experience makes the team perform better.
- Comply with laws regarding discrimination, harassment, sexual harassment, vilification, bullying.

All Monash University Rowing Club members participating will provide an environment free of discrimination, harassment, sexual harassment and bullying. We do not tolerate any form of harassment, sexual harassment, bullying or discrimination against our athletes or anyone who rows with us.

We have a club environment where all members feel respected. Meaning that in the event of any physical or verbal altercation, the offending parties will be referred to the internal review committee to determine whether they will be ejected from the Monash University Rowing Club.

As a representative club of Monash University, we reserve the right to eject members on the advice of the internal review committee, in the event the party in question breaks the Code and Conduct.



Members of Monash University Rowing Club will

- Respect the rights, dignity and worth of others.
- Treat all participants in a fair, considerate and honest manner.
- Be professional in, and accept responsibility for, your actions.
- Not argue with officials in the event of an issue, and send your club presidents, when appropriate, to discuss the situation
- Be positive role models.
- Be good sports and applaud all good performances
- Cooperate with your captain, teammates, umpires and opponents.
- Participate for your own enjoyment and benefit.
- Respect the rights, dignity and worth of all participants regardless of their gender, ability, cultural background or religion.

Members of Monash University Rowing Club will not

- Tolerate any behaviour or action that could be seen as harassment, sexual harassment or bullying
- Discriminate, or accept discrimination by others
- Make unsuitable jokes, comments or spread gossip or rumours that might upset someone
- Accept any physical violence in the club environment
- Enter opposite sex change rooms at any time

Definitions for the purpose of this Code of Conduct.

"*Harassment*", including sexual harassment means: unwelcome behaviour or actions towards an individual or group that makes them feel intimidated or humiliated or threatened.

"*Bullying*" is repeated, unreasonable behaviour directed towards an individual, or group that creates a risk to health & safety

Types of behaviour that could be bullying, if repeated or occurs as part of a pattern:

- Verbal abuse;
- Excluding or isolating individuals or groups;
- Psychological harassment;
- Intimidation;
- Deliberately withholding information that is vital for effective participation in the Club;

"*Unreasonable behaviour*" means behaviour that a reasonable person, having regard to all the circumstances, would expect to victimise, humiliate, undermine or threaten

"*Behaviour*" includes actions of individuals or a group, that results in victimising, humiliating, undermining or threatening the person or a group.

"*Discrimination*" means treating directly or indirectly a certain person or group differently based on factors such as race, sex, age, religion, colour, national origin, employment status