

Paddle Scotland Code of Conduct

Last approved by Paddle Scotland Board: 20th Feb 2024

Effective from: 1st March 2024

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

The Code of Conduct:

- Sets out the standards required by Paddle Scotland as a condition of membership, club associate registration, employment or appointment.
- Applies to all members, club associates, staff, event attendees and volunteers, irrespective of their membership type, job or appointment.
- Is intended to guide behaviours in the sport and to remind all involved in the sport and Paddle Scotland not to take any action that could impact on or harm the sport or Paddle Scotland.

Relevant policies include Paddle Scotland's Equality Policy and the Anti-Bullying and Anti-Harassment Policy. Please see Paddle Scotland's website 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.
- Take reasonable steps to protect the environment, including following the Paddlers' Code.
- 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 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 sport in Scotland and take all possible steps to prevent it from being brought into disrepute.
- Fully engage and cooperate, if asked to do so, in any investigations or complaints being conducted by Paddle Scotland
- Report breaches of this Code of Conduct to the Paddle Scotland Chief Executive or Chair

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 Paddle Scotland, or as required by Legislation.
- Misrepresent or withhold information relating to Paddle Scotland 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.
- Do anything illegal or which could be generally considered to be illegal or hazardous
- Publish, or cause to be published, comments about any ongoing Paddle Scotland disciplinary process.
- Do anything which adversely affects the sport in Scotland or the Paddle Scotland organisation.

Breaches of the Code of Conduct

Any breach of this Code of Conduct should be notified to the Paddle Scotland Chief Executive or Chair. They 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 Paddle Scotland disciplinary procedures. Refer to the Paddle Scotland website for details of other Paddle Scotland Policies and the Paddle Scotland Articles of Association.