

## **Code of Conduct – Members & Volunteers**

**Members and Volunteers should comply with the principles of good ethical practice listed below. An Member or Volunteer must at all times:**

1. Hold the appropriate valid qualifications, insurance cover and PVG relevant to your role (if you have one)
2. Develop an appropriate working relationship with all other club members based on mutual trust and respect
3. Encourage an environment that values the performance and not just results
4. Show respect to others involved in the sport including other members, officials, coaches, officials and spectators
5. Follow all guidelines laid down by Snowsport Scotland and HNSC
6. Display and promote high standards of behaviour and fair play
7. Always promote the positive aspects of the sport (e.g. fair play) and never condone rule violations or the use of prohibited substances
8. Never exert undue influence over another member to obtain personal benefit or reward.
9. Always respect other members decisions and never engage in public criticism of them
10. Respect the rights, dignity and worth of all participants regardless of age, disability, gender, race, cultural background or religious beliefs or sexual identity
11. Refrain from offensive, insulting or abusive language or behaviour
12. Never engage in bullying, intimidation or harassment
13. Abide by HNSC Acceptable use of mobile phone policy and Social Media Guidelines
14. Report inappropriate behaviour or risky situations
15. Members should not allow allegations to go unchallenged, unrecorded or fail to act upon them

**Emergency action and first aid**

All Members and Volunteers should be prepared with an action plan in the event of an emergency and be aware of First Aid Procedures. This will include:

1. Access to First Aid equipment
2. Access to telephone contact if the participant is a minor
3. Telephone contact to the Emergency Services

**Members and Club Officials have the right to:**

1. Support in the reporting of suspected abuse or poor practice
2. Be protected from abuse by adults/youths, other adult members and parents
3. Not to be left vulnerable

Breaches of the Member and Volunteer Code of Conduct will be dealt with in accordance with HNSC's disciplinary procedures.

I understand that if I do not follow the Member and Volunteer Code of Conduct, HNSC may take any / all of the following actions:

1. Be required to apologise formally
2. Receive a warning; verbal or written
3. Required to meet with the club Wellbeing & Protection Officer or designated members of the club committee
4. Monitored by another club volunteer/committee member
5. Suspended by the club
6. Required to leave or be removed from club.