

# Sylvan Lake Sailing Club – Code of Conduct

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As a recreational Club, SLSC seeks to establish a community of sailors that enjoy each other and the sport. To enhance that community spirit, we expect all sailors will display good sportsmanship, mutual respect, and responsible behaviour at all times. Specifically:

- Sailors will prioritize safety and good sportsmanship during competitions.
- Sailors will conduct themselves in a way that will enhance the reputation, congeniality and good order of the Club.
- Sailors will treat each other with respect.
- Sailors will abide by all Club policies and procedures so that Club activities are safe and enjoyable for all.
- Each member is responsible for the conduct of their guests.
- Members will encourage frequent guests to become members.
- Sailors will deal with disagreements respectfully, following best practices for healthy conflict resolution (see below);
- Sailors will honour the decision-making procedures of the club;
- Sailors will encourage one another to adhere to the Code of Conduct;
- Sailors will demonstrate respect for the residents, property and the rules of the Marina Bay Homeowners Association:
  - Ensure that residents of Marina Bay are treated respectfully.
  - Treat the washrooms, docks, and other facilities as you would your own, always leaving them in a clean, safe and orderly state;
  - Make sure garbage and recycling is disposed of appropriately;
  - Keep the gates and doors closed and locked;
  - Boat launch will only be used by those who have a slip lease;
- When members are concerned about the behaviour of other members, they will attempt to resolve the concern by speaking to the offending sailor directly, involving mutually trusted sailors for advice and support as necessary. If the concern cannot be resolved by direct conversation, the concern should be reported in writing to the Executive, which shall give the member the opportunity to be heard, and then have the following options for responding:
  - Taking no action;
  - Designating a member of the Executive to have a verbal conversation with sailors involved, intended to supportively reinforce constructive approaches to problems;
  - Formal verbal or written rebuke of unacceptable behaviour;
  - Suspension or expulsion from club membership;

## **Best Practices for Effective Conflict Resolution:**

- Even when others take the low road, take the high road.
- Avoid personal attacks, name-calling, accusations, foul language, or disparaging another's character;
- Moderate the volume and tone of your voice.
- Focus on the issue rather than the person;
- Focus on how concerns will be dealt with in the future, rather than dwelling on the past;
- Listen carefully, seeking to understand rather than to defend or respond;
- Speak for yourself, expressing your feelings sincerely and directly;
- Refrain from speculating about another's motivations;
- Seek to be mindful of your own biases, assumptions and judgments;
- Attend to others carefully without interruption;
- Express curiosity about the other's point of view;
- View alternative points of view as valuable contributions to a deeper wisdom;
- Notice discomfort, and allow it to guide your growth;
- Demonstrate appreciation;
- Choose an appropriate time and place for courageous conversations.