

# Sproat Lake Community Association

## Code of Conduct

The Sproat Lake Community Association (SLCA) and its volunteers are committed to the goal of creating a safe, inclusive, and positive environment for all community members and everyone who participates in our activities. This Code of Conduct outlines the ways we work together and the expectations we have of one another in enabling such an environment.

This Code applies to SLCA Members and any other “participants”, attending or participating in a SLCA event or activity, including meetings, recreational activities, rental events, and other public events, as well as communication, written or verbal.

An SLCA Member or participant:

### **1. Acts Respectfully Of Others**

- a. Uses respectful language and tone of voice when communicating with others.
- b. Avoids words and actions that could be considered hurtful, discriminatory, or make other members of the community feel unwelcome.
- c. Recognizes that all comments, viewpoints, and contributions consistent with this Code are equally welcome

### **2. Avoids Aggressive Or Abusive Behavior Of Any Kind**

- a. Is calm and considerate, particularly in discussion of matters they are passionate about, carefully avoiding raising their voice or interrupting others
- b. Avoids communication, verbal or written, that is belittling, mocking, or demeaning
- c. Does not engage in conduct that could be considered bullying or harassing others

### **3. Respects Confidentiality Requirements For Confidential Information**

- a. Does not discuss or otherwise disclose information that is communicated in confidence or that is confidential in nature.
- b. Only discloses confidential information to those with the right to receive the information and who have a need to know the information, or in accordance with the law. This includes disclosing personal contact information only when authorized by the individual(s) involved.

### **4. Recognizes That The SLCA Is A Volunteer-Run Organization**

- a. Is respectful of the personal time SLCA Board members and other volunteers contribute to the governance of the SLCA, the operation of the SLCA facilities and making other community events and initiatives possible
- b. Respects the decisions and direction of volunteers leading or managing activities
- c. Respects the decisions, policies, rules, and processes, including this Code, put in place by the SLCA Board of Directors; recognizing that there are established processes to communicate and/or present to the Board of Directors regarding concerns or other matters of importance.

Violations of this Code may result in warnings, restrictions from participating in SLCA activities, expulsion as a member, or other measures as deemed appropriate by the SLCA Board of Directors.

The SLCA Board of Directors shall be the final authority on this Code and its enforcement. Bullying, harassment, or any violent act will be treated as a serious breach of the Code and immediate responsive measures will be taken.

We all have a part in creating a safe, inclusive, and positive environment at SLCA events and activities. If any member or participant feels that this Code is not being respected, they are encouraged to reach out to the SLCA Board by email at: [getinvolved@sproatlakecommunityassociation.com](mailto:getinvolved@sproatlakecommunityassociation.com)

Approved by the SLCA Board of Directors on April 16, 2024