

Miramar Code of Conduct

2024



Miramar Ski Club provides a welcoming, safe, and inclusive environment for all members and guests. Specifically, members and guests have a right to:

- Be treated fairly, equally and with respect by the Club, its Board, Team Leaders, Trip Leaders, other members, and guests.
- Participate in Miramar events and social media channels and conduct Club related business in an environment free from all forms of harassment, discrimination and bullying.
- Privacy and confidentiality concerning records, documentation and any other communication containing a member's personal information, unless consent is otherwise provided.
- Actively engage in all club events and offerings.
- Voice their opinions, requirements and suggestions to the Board.

To facilitate this environment, members and guests must abide by the following standards of behavior during all Club activities, including ski trips, recreational outings, and social events, and when conducting any Club-related business or communicating via Club social media platforms.

- Treat other members, guests, Club contractors and employees, and staff and other patrons of venues where a Club activity is taking place fairly, equally and with respect and courtesy.
- Behave responsibly and ensure they conduct themselves in a manner which will not injure the reputation of the Club, its events, organizers, participants or sponsors.
- Not engage in harassment, discrimination, or bullying, whether in person, over the phone or video call, or in writing.

Any member or guest who believes that they or someone else has been subjected to conduct prohibited by this Code of Conduct may report the matter to the Ombudsman, who will conduct an investigation and immediately notify The Board of all incidents. If the party filing a complaint wishes to remain anonymous they have the right to do so.

The Ombudsman will review the complaint and work to resolve the situation amicably, if appropriate. If the Ombudsman or any of the parties involved feel that a satisfactory resolution was not or cannot be reached, any of these parties may request the situation be reviewed by The Board of Directors. If escalated, The Board will review the Ombudsman's report and then determine the appropriate response in accordance with the Miramar Bylaws and take into consideration the egregiousness of the conduct and any pattern of inappropriate behavior.

In situations where immediate action is needed to address inappropriate behavior, the leadership present, such as the trip or activity leaders and Club directors, will act to ensure the safety of all present and make every effort to contact the Conflict Manager as quickly as possible.
