

# Cairns Climbing Club – Code of Conduct v1 24/04/24

Welcome to the Cairns Climbing Club! As a community united by our passion for climbing, we are committed to fostering a supportive, inclusive, and respectful environment. This code of conduct is designed to ensure that all members and volunteers enjoy their experiences within our club. It outlines our expectations for behaviour and provides guidance on how we handle misconduct.

## Our Commitment

- **Respect:** We value and respect all members of our community. Everyone deserves to be treated with kindness and consideration.
- **Inclusion:** Our club is a welcoming space for everyone, regardless of background, identity, or ability level. We stand firmly against discrimination.
- **Safety:** The well-being of our members is paramount. We strive to maintain a safe environment for all activities and follow the club's rules and guidelines.
- **Community Support:** Encouragement and mutual support are the cornerstones of our club. We celebrate each other's achievements and offer help when needed.

## Expectations

- **No Discrimination:** We do not tolerate discrimination in any form. Every member and volunteer has the right to feel valued and included.
- **Zero Tolerance for Harassment:** Harassment, whether verbal, physical, or otherwise, is unacceptable. Our club is a place for friendship and support, not intimidation or discomfort.
- **Appropriate Conduct:** Members and volunteers are expected to behave in a manner that reflects positively on the club and respects the rights and dignity of others.
- **Conflict Resolution:** We encourage open communication and respectful discussion to resolve disagreements. Keeping a positive atmosphere is important to us.

## Addressing Misconduct

- **Reporting Issues:** If you experience or witness behaviour that goes against our code of conduct, we urge you to report it to the organisational committee.
- **Investigation Process:** The organisational committee will review all reports with discretion and confidentiality, ensuring a fair and thorough investigation.
- **Decisions and Actions:** Based on the findings, the committee will determine appropriate actions to address the misconduct. This may include warnings, or, in severe cases, removal from the club.

## Conclusion

The Cairns Climbing Club is more than just a place to climb; it's a community where respect, inclusion, safety, and support are paramount. By adhering to this code of conduct, we can all contribute to a positive and enjoyable environment for every member and volunteer. Thank you for being a part of our community and following our code of conduct!