



Greater Richmond Sailing Association

Code of Conduct Policies for Members & their Guests

November 2023

Code of Conduct Policies

The Greater Richmond Sailing Association (“GRSA”) created the Code of Conduct Policies for members, guests, board members, employees, volunteers, camp participants, and adult participants. For purposes of this document, the individuals referenced above can also be referred to as “GRSA affiliates.” All GRSA affiliates are expected to review and adhere to this code of conduct at all times. Please know these policies cannot anticipate every situation or answer every question, and for that reason, we encourage you to contact the Commodore should you have any questions or need clarification.

GRSA is committed to providing a safe and inclusive environment for all GRSA affiliates. We strongly believe in promoting an environment that is free from harassment, discrimination, bullying, and retaliation.

Code of Conduct Policies:

1. **Harassment Prevention:** Harassment of any kind is strictly prohibited. This includes, but is not limited to sexual, physical, verbal, or visual harassment. No form of harassment will be tolerated.
2. **Discrimination Prevention:** Discrimination of any kind is strictly prohibited. This includes discrimination on the basis of race, color, religion, sex, sexual orientation, gender identity or expression, pregnancy, age, national origin, disability status, political affiliation, personal appearance, genetic information, veteran status, or any other characteristic protected by law.
3. **Bullying Prevention:** Bullying of any kind is strictly prohibited. This includes, but is not limited to, repeated inappropriate behavior, either direct or indirect, verbal, physical or otherwise, conducted by one or more persons against another, at the place of work and/or in the course of employment or membership.
4. **Retaliation Prevention:** Any form of retaliation is strictly prohibited. This includes retaliation against a person who raises issues or asks questions, makes reports, participates in an investigation, refuses to participate in suspected improper or wrongful activity, or exercises workplace rights protected by law.
5. **Responsibilities:** All GRSA affiliates are responsible for maintaining a respectful and inclusive environment at all times and are expected to immediately report any incident or behavior that does not align with these policies and expectations.
6. **Complaint Procedures:** Any GRSA affiliate who believes that any other individual with GRSA may have violated any of the Code of Conduct Policies should report the possible violation to the Commodore.

As with all organizational policies, these may be updated or changed from time to time. Any updates made will be provided to members and made accessible via the GRSA website.

I acknowledge that I have read and understand GRSA’s Code of Conduct Policies and agree to comply with them. For members, I acknowledge that this is part of either renewing my annual membership or part of my initial membership, and **I understand that I am responsible for informing all guests of mine of these policies.** I understand that violating these policies can lead to termination of my GRSA membership. These policies supersede any previous Code of Conduct-type policies or policy statements, whether written or oral, issued by GRSA.