



# Code of Conduct for Members

Be inclusive, be civil, be kind

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Arden Divers is committed to ensuring that all members feel safe and welcomed with the goal of creating an environment where people can go diving, and develop their diving, without fear of intimidation or bullying. Equality, diversity and inclusion are central to the philosophy of the club. Civility and kindness are vital to a learning environment where people are enabled to reflect and grow: bullying, harassment or intimidation will not be tolerated in any form.

This Code of Conduct supplements the Arden Divers' Bye-laws, BSAC's Code of Conduct ([www.bsac.com/codeofconduct](http://www.bsac.com/codeofconduct)), and the rules, regulations and policies of both BSAC and Arden Divers. Members of Arden Divers are expected to familiarise themselves with these documents and to keep up to date with any changes.

1. Members must respect the rights, dignity and worth of others regardless of age, sex, ability, race, cultural background, religious beliefs, sexuality or gender identity.
2. Members should strive to ensure that all members have the opportunity to enjoy the sports of diving and snorkelling and seek to improve access to those sports.
3. Members should be a positive role model and demonstrate positive behaviour towards other people and the environment
4. Members must not behave in any manner that would bring Arden Divers or BSAC into disrepute.
5. The Committee commit to making decisions in the best interests of the club. Members must abide by the properly made decisions of the Committee.
6. Members should be respectful of the time, effort and resources made by others (e.g. instructors, trip organisers, Committee members) This respect should include, but not be limited to:
  - i. Arriving on time to agreed meetings or training
  - ii. Informing relevant people if you are unable to attend a planned event
  - iii. Reimbursing any monies owed in a timely manner
7. Loaned equipment (from either the Club or a Member) is to be returned in the condition it was loaned in. In the event of loss or damage this must be reported promptly and arrangements made for repair, replacement or remuneration.
8. You must pay any monies owed to the Club promptly, e.g. costs of training materials, Club trips, damage or loss of Club equipment, or fees for membership.
9. Bullying or incivility will not be tolerated.
10. Posts on social media groups associated with the Club must be relevant to the Club, its members, scuba diving, snorkelling or the marine environment.

**Members are encouraged to share any concerns or complaints that they may have about any aspect of the Branch with the Welfare Officer or any member of the Committee.**

**Diving incidents and concerns should be discussed with Diving Officer in confidence.**