



# Code of Conduct for Members

## 1.0 Revision History

Rev	Date	Purpose
1	April 2024	Initial Draft
1.1	April 2024	Minor update
1.2	April 2024	Minor update
1.3	October 2024	Update (SJT)

## 2.0 Principles

This Code of Conduct (“the Code”) exists to provide a framework for how members interact with each other. Dover Amateur Radio Club (“the Club”) has a long and proud history and it is vital that we retain members and attract new ones to ensure the longevity of the Club. The main benefit of any Club is that members can support and help each other. This is only possible in an atmosphere of mutual respect and friendliness.

The Club is obviously all about radio-based activity, but times are changing and the way we behave needs to adapt accordingly. It is suggested that, in the absence of any guidance in the Code in a particular circumstance, members are advised to just always be polite.

Adherence with the Code is mandatory at all Club meetings, gatherings, and events – as well as during on-air QSOs - in order to ensure preserve the good reputation of the Club and harmony between Members. Failure to comply with the Code will result in disciplinary action.

### **3.0 Communication.**

It is important that all members converse in such a way as to respect others and avoid causing offence.

Members are to be reminded that this Code applies to all on-air interactions, and this includes not just QSOs between members but also between members and third parties (remembering that QSOs are often overheard by operators not engaging in contacts).

### **4.0 Physical Contact**

It should be acknowledged by the members that not everyone is comfortable with either the shaking of hands, a pat on the back or indeed a hug. All members must be aware of other members boundaries.

### **5.0 Equal Opportunities**

Dover Amateur Radio Club members will not discriminate on the grounds of gender, race, sexual orientation, disability, gender reassignment, religious, political belief, pregnancy, marital status or age.

### **6.0 Members Concerns**

6.1 Should any member have a concern, issue, or discomfort, he/she can talk in confidence to either of the two ordinary committee members' representatives. They will attempt to resolve the matter ASAP.

6.2 If the matter cannot be resolved to the member's satisfaction, it will be escalated to the committee who will attempt to resolve the matter ASAP.

6.3. If the matter concerns a safeguarding issue relating to another member or member of the public, then they can talk to the safeguarding officer in confidence.

6.4. This process is designed to enable the quickest, most independent, most confidential and fairest resolution of issues, whilst ensuring each member has the right to appeal to the Committee.

### **6.5 Code Revisions**

The Code may be revised from time to time at the absolute discretion of the Club Committee.