



Code of Conduct

All Nations Bushwalkers ("the Club") is a not-for-profit organisation established for the benefit of its members to provide safe and enjoyable access to bushwalking and other activities in a friendly and social atmosphere while respecting environmental and cultural sensitivities and the rights of individuals.

Members have a right to:

- 1) Be treated fairly, equally and with respect by the Club, its Committee and its members;
- 2) Interact in an environment free from all forms of harassment or discrimination or behaviour that a reasonable person would judge as offensive, intimidating or humiliating to the person to whom it is directed.

Members should:

- 3) Treat other members and guests fairly, equally and with respect and courtesy;
- 4) Behave responsibly and ensure they conduct themselves in a manner which will not injure the reputation of the Club, its events, organisers or participants;
- 5) Not physically or verbally harass others.

All members of the Club shall be bound by this Code of Conduct.

Wherever possible, a person who believes they have been affected by a breach of the Code of Conduct should attempt to resolve the matter informally.

If the person affected is unable to resolve the matter informally and feels that the matter has not been satisfactorily addressed or is continuing, they may make a formal complaint to the Committee of the Club.

The Committee reserves the right to impose sanctions on those found to have contravened this Code of Conduct. Sanctions may range from written warnings to cancellation of membership of the Club. The Committee may refer certain issues to more appropriate authorities.