



Felpham Sailing Club (FSC) – Zero-Tolerance Policy: Disrespectful Conduct

1. Purpose

FSC is committed to providing a safe, professional, and respectful environment for all employees, members, and guests. FSC has zero tolerance for disrespectful, abusive, or aggressive behaviour by or toward any employee, member, or visitor.

2. Statement of Zero Tolerance

Any conduct that disrespects, intimidates, threatens, or undermines an FSC employee, member, or visitor will not be tolerated under any circumstances.

This policy applies to all FSC employees, members, and guests and covers conduct in person, over the phone, in writing, and online.

3. Examples of Disrespectful Behaviour

Unacceptable behaviour includes, but is not limited to:

- Verbal abuse, shouting, swearing, or name-calling
- Threats, intimidation, harassment, or bullying
- Aggressive, confrontational, or hostile behaviour
- Disrespectful, belittling, or demeaning comments
- Refusal to follow reasonable staff directions
- Undermining or challenging staff in a disrespectful manner
- Persistent unfounded complaints and vexatious complaints.
- Abusive emails, messages, or social media posts relating to FSC activity

4. Staff Authority

FSC staff and officials are authorised to:

- stop any interaction that becomes disrespectful
- ask an individual to leave the premises, activity, or event
- report the incident to the Committee

Their directions must be always followed, particularly where safety is concerned.

5. Consequences of Breaching This Policy

Breaches of this policy will be treated seriously and may result in:

- Immediate removal from FSC premises or activities
- Suspension of membership or participation rights
- Termination of membership
- Refusal of entry or service
- Reporting to external authorities where appropriate

6. Reporting & Documentation

All incidents will be documented and may be reviewed by the Committee. Staff are encouraged and supported to report incidents promptly to the committee.



7. Fair Process

Any individual accused of misconduct will be given the opportunity to respond. However, FSC may take immediate protective action (such as removal or suspension) where safety or wellbeing is at risk.

8. Scope

This policy always applies when interacting with FSC employees, members, or guests, including:

- On FSC grounds and facilities
- On the water
- During training, racing, social events.
- In all FSC-related digital communications

9. FSC Commitment

FSC is committed to:

- protecting the wellbeing of employees, members, and guests
- fostering a respectful club culture
- ensuring all people at FSC are free from abuse or intimidation

Respectful behaviour is a condition of FSC membership, employment, entry, and participation.