



CORK CODE OF CONDUCT

PURPOSE: The purpose of the CORK Code of Conduct is to encourage a safe and positive environment during CORK events. It identifies the standard of behaviour that is expected of all CORK participants and includes:

1. Conducting themselves in a sportsmanlike, ethical and responsible manner at all times;
2. Respecting the dignity of other participants, treating them with respect, and encouraging others to do the same;
3. Refraining from public criticism of other participants;
4. Treating everyone fairly, regardless of gender, gender identity, gender orientation, sexual orientation, age, body type, physical characteristics, disability, place of origin, language, citizenship, race, physical or mental abilities, religion, political beliefs, or economic status;
5. Refraining from any form of harassment, abuse, bullying, or discrimination toward others;
6. Refraining from the use of power or authority in an attempt to coerce another person to engage in appropriate activities or behaviour;
7. Refraining from comments and behaviours which are disrespectful, offensive, abusive, racist, or sexist;
8. Modelling good seamanship, including wearing personal safety gear when and where appropriate;
9. Adhering to Canadian, Provincial, and Municipal laws;
10. Either declaring a conflict of interest or withdrawing from participating in any activity that causes a conflict of interest;
11. Respecting the property of others and not wilfully causing damage;
12. Not breaching the privacy of an individual where the individual has a right to expect privacy. (Volunteers and employees will not use or transmit any CORK related confidential information);
13. Not attempting to cover up or conceal any conduct of an individual that is, or may be, in breach of this code of conduct;
14. Abstaining from the use of tobacco products, including vaping, except where permitted;
15. Refraining from the use of profane, or otherwise offensive language;
16. Not being under the influence of drugs, cannabis, alcohol or any medication that could cause impairment at any time while performing CORK duties;
17. Not gambling on or attempting to manipulate or affect the outcome of any CORK event;
18. Demonstrating honesty and integrity in all interactions with participants, employers and local, Provincial and National administrations;
19. Reporting an alleged infraction of this Code of Conduct to CORK;
20. Not using or being in possession of illicit drugs/narcotics.

GOVERNANCE:

In addition to this Code of Conduct, individuals may be subject to other Codes of Conduct, for example Racing Rules of Sailing.

ADDRESSING ALLEGATIONS OF BREACHES OF THIS CODE:

At CORK Events:

While under the jurisdiction of the Racing Rules of Sailing:

1. Allegations of breaches of this Code of Conduct by competitors and support personnel may be directly reported to CORK Event Chair or reported to the Protest Committee who may act under rule 69 – Misconduct. If the regatta protest committee is unavailable, a protest committee shall be appointed by CORK acting as the regatta organizing authority.
2. Allegations of breaches of this Code of Conduct by race officials are reported to the regatta organizing authority through the CORK Event Chair or CORK Executive Director.

In addition, at other non-regatta CORK events:

By following the procedures in the CORK Complaints Policy.

Approved 2021-05-03