



# AUTC Code of Conduct

Version 1.0

Finalised: 17 October 2024

Approval date:

## 1) General Provisions

1.1.) Name: The name of this organisation is the Auckland University Tramping Club, hereinafter referred to as the "Society" or "AUTC."

1.2.) Purpose: The purpose of this code of conduct is to provide rules for the participation in and operations of AUTC in accordance with its constitution.

## 2) Introduction

This Code of Conduct aligns with the Constitution of AUTC and outlines the expectations for all members, committee members, and associates of the Society. It is designed to foster a well-organised, respectful, and harmonious environment where AUTC members can enjoy outdoor pursuits and the community spirit of tramping and the outdoors. AUTC makes careful use of selection criteria (such as skill, ability, and experience) in some of its activities. As a society affiliated with the University of Auckland, we also expect adherence to the University of Auckland's code of conduct.

AUTC welcomes constructive criticism, and contributions in good faith.

This code of conduct applies to all AUTC members, events, and in our mailing lists, and communication channels.

## 3) Expectations

### 3.1.) Member Commitments

All members of AUTC shall:

- Abide by the Constitution, and this Code of Conduct.
- Treat all with respect and dignity.
- Maintain and care for any Society property issued to them.
- Uphold the ethos and reputation of AUTC.
- Prioritise the safety and well-being of all members.
- Report or escalate any concerns regarding conduct or welfare to a committee member if safe and reasonable to do so.
- Adhere to the University of Auckland's code of conduct in all Society activities.
- Understand that violations of the University's code may result in disciplinary action both from the Society and the University.

### 3.2.) Communication and Conflict Resolution

All members of AUTC shall:

- Communicate respectfully and constructively with all members.
- Address conflicts or concerns through appropriate channels as outlined in the Constitution.



- AUTC suggests that concerns be talked through if feasible. If necessary, main points should be recorded in a summary, with issues identified, a proposed action plan, and expectations communicated - with the help of committee member(s). If the committee is approached to help with disputes, this should be handled in a confidential manner, with a fair yet firm approach.

#### 4) Prohibited Behaviours

The following behaviours are prohibited:

- Physical abuse.
- Discrimination unreasonably based on any immutable or inherent characteristics.
- Harassment of any kind.
- Deliberate intimidation.
- Sustained disruption.
- Unwelcome sexual attention.
- Antisocial behaviour.
- Pattern of inappropriate conduct.
- Bringing the Society into disrepute.

#### 5) Committee Member Additional Responsibilities

Committee members shall:

- Exemplify adherence to this Code of Conduct.
- Guide, assist, and lead club members in adherence to this code of conduct.
- Act as "Active Bystanders" in addressing inappropriate behaviour.
- Avoid undue influence or coercion, especially due to the privileged nature of their position.
- Address all reported disputes with relevant committee member(s), or at committee meetings.
- Maintain confidentiality on sensitive matters.

#### 6) Compliance and Consequences

Breaches of this Code of Conduct may result in disciplinary action, as outlined in the Constitution. This may include warnings, suspension of privileges, or in severe cases, termination of membership. Violations of the University of Auckland's code of conduct may also result in additional consequences as determined by the University.

#### 7) Reporting Concerns

Members are encouraged to report or escalate any concerns about behaviour, bullying, harassment, or conflicts of interest to a committee member. All reports will be treated confidentially and addressed according to the dispute resolution procedures outlined in the Constitution. For concerns related to violations of the University of Auckland's code of conduct, members may also report these through the University's appropriate channels.