

Not So Trad Code of Conduct, Disciplinary Procedures and Appeals

Not So Trad welcomes prospective members who share our values as an LGBTQ+ organisation.

Our code of conduct supports this through:

- Promoting a culture of tolerance and mutual respect between members.
- Ensuring members are treated fairly, regardless of personal differences and abilities.
- Upholding a zero-tolerance policy towards bullying, harassment, discrimination or victimisation of any kind.
- Dealing with any concerns in a fair and robust manner.

What is the Code of Conduct?

This Code of Conduct sets out the expected behaviour of all members of Not So Trad, when participating in any activity or event, in-person or online. This includes, but is not limited to, indoor meets, outdoor trips and online communication platforms.

What are the aims of this Code of Conduct?

- To protect members.
- To protect others potentially affected by members' actions.
- To reduce the risk of harm, injury, harassment and nuisance to members and the wider community.
- To create an inclusive environment.
- To detail the actions that can be taken should the Code of Conduct be breached.

To whom does this Code apply?

- All members of Not So Trad.

Terms of the Code of Conduct

Our members must agree to:

- Read and agree to this Not So Trad Code of Conduct.
- Respect the equal rights, dignity and worth of every member of the club, regardless of ability, sex, race, ethnicity, religion, sexual orientation, gender identity, age, disability, socio-economic status or any other characteristic.
- Help promote a culture of diversity and inclusivity within the club.
- Oppose discriminatory behaviour and promote equality of opportunity.
- Be open and honest in dealings with others, and respect their confidentiality.
- Respect the club's zero-tolerance approach to bullying, harassment and intimidation of other club members.
- Avoid making assumptions about pronouns, gender, or sexual orientation.
- Not act in a way that brings the club into disrepute or puts its interests at risk.
- Respect the facilities we use, and the staff who work there, and follow the rules and policies adopted by those facilities.

- Be responsible for their own safety and wellbeing, as outlined by the [BMC Participation Statement](#).
- Behave responsibly in relation to the safety of all other people.
- Accept that although the Club will attempt to help new members and novices find people to climb with at indoor meets and on outdoor trips, this may not always be possible, and you may not be able to climb.
- Be aware and accept that other members, regardless of level of experience or role in the Club, are not necessarily qualified, but are volunteering to share their personal knowledge. Any advice should be received on this basis.
- Review club communications from Not So Trad through the forum, including information provided by trip organisers.
- Raise issues of concerns in an appropriate and timely way.
- Not use language or behaviour that discriminates, harasses or causes offence to others and in particular the LGBTQ+ community or other marginalised group.

What happens if this Code of Conduct is breached?

Members need to be able to raise any genuine concerns knowing they will be dealt with promptly, sensitively, and fairly.

Informal resolution:

- If a member believes they are being treated inappropriately, it may be best to try and resolve the situation informally. Raising an issue at the outset may prevent it escalating or prevent a repeat of it. In many cases the person will be unaware that their behaviour is offensive and asking them to stop may be sufficient to resolve the situation. In some cases, an incident relating to bullying and harassment may be so serious that it is inappropriate to attempt to resolve it informally. If this is the case, members should raise the issue formally with the Secretary following the processes detailed in the paragraph below.

Formal resolution and appeals process:

- All complaints regarding the behaviour of Members should be presented and submitted in writing to the Secretary (or the President if the complaint is relating to the Secretary).
- The Committee or a nominated disciplinary subgroup will meet to hear complaints within 21 days of a complaint being lodged.
- The Committee or nominated subgroup has the power to take appropriate disciplinary action which can include oral or written warnings or in the most cases termination of membership.
- Any Member who is alleged to have breached the Code of Conduct will be given a “right of reply”. They will be offered the opportunity to bring a support person to any official discussions regarding the alleged breach.
- The outcome of the disciplinary hearing will be notified in writing to the person who lodged the complaint and the Member against whom the complaint was made within 14 days of the hearing.
- There will be the right of appeal to the Committee following disciplinary action being announced. The Committee will consider the appeal within 14 days of the Secretary receiving an appeal of the outcome from the disciplinary hearing. If the Committee has heard the initial disciplinary hearing, a specially formed disciplinary subgroup will consider the appeal in the same time frame.