

STRATHEARN HARRIERS

Membership Code of Conduct

Statement of Commitment

1. I understand that by subscribing to Membership of Strathearn Harriers I agree to be bound by this Code of Conduct, the Club's Constitution and any additional policies that have been formally adopted to regulate the Club's activities, including the Strathearn Harriers Junior Codes of Conduct, Disciplinary Procedures for Senior and Junior Athletes, and formal guidance on protecting vulnerable groups. All the Club's formal documents, codes and policies are accessible on [the club website](#).

The Club

2. The principal purpose of Strathearn Harriers as an organization is to encourage and facilitate participation in recreational and competitive running throughout the Strathearn area. The values that guide the club are
 - Care for its members
 - Friendly welcome to other runners
 - Integrity and respect towards the wider community
 - Fairness, equality and openness
 - Advocacy for running as a source of health, well-being and personal achievement
 - Care for the long-term sustainability of the club
3. The Club is managed by a Committee which has the responsibility and authority to conduct the affairs of the club within the parameters of the Constitution. The Committee is elected at each Annual General Meeting.

Membership

4. Membership of the Club is open to all individuals, and no person shall be refused membership on the grounds of age, gender, disability, race, ethnic origin, religious belief, sexual orientation or social background.
5. Members are either Full Members (18 years and above) with full voting rights or Junior Members with no voting rights.
6. Membership of the Club is on a calendar year basis, and the subscription for the ensuing year becomes payable on request at the beginning of the year. Any Member who has not paid the subscription by the due date for renewal – normally the date of the AGM - will cease to be a club member.
7. Members have the power to call an EGM by making a written request to the Committee, as described in Clause 9 of the Constitution.
8. Employees of the Club are not eligible for membership, and a person who becomes an employee of the Club after admission to membership will automatically cease to be a member.
9. The Club Committee reserves the right to refuse or withdraw Membership without restriction or need to state reasons. In this situation, the Club will notify the Member of its decision.

Health and Safety

10. Strathearn Harriers takes seriously its responsibilities in relation to Health & Safety and provides insurance cover through its affiliation with Scottish Athletics to help manage and minimise risks. The Club Committee will regularly monitor and review Health & Safety practices and standards to help ensure the safety and wellbeing of its Members.
11. It is nonetheless essential that Members also take responsibility for their own health, safety and well-being whilst participating in Club activities.
12. Any concerns around health and safety should be reported at the earliest reasonable opportunity to a member of the Club Committee.

Equalities

13. The Club will strive to avoid intentional and unintentional discrimination on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy & maternity, race, religion or belief, sex, sexual orientation or any other such artificial barriers or prejudices.
14. Members are similarly expected to avoid discrimination on any of these grounds.

General Conduct

15. Strathearn Harriers promotes a culture of friendliness, decorum and respect, and the Club welcomes positive conduct from its members, staff and visitors.
16. The Club operates a policy of zero tolerance for its staff, members and visitors in respect of the following
 - Bullying and intimidation
 - Discrimination
 - Abusive conduct or language
 - Reckless behaviour
 - Vandalism
 - Violence
 - Being drunk and disorderly
 - Other negative behaviour detrimental to the reputation of the Club.

Social Media

17. When posting online, Members should avoid any activity which might bring the Club into disrepute.
18. Members may associate themselves with the Club when posting online but it must be made clear that the post is personal and not on behalf of the Club. The Club will accept no responsibility for any repercussions that individual Members' content may generate.
19. Content related to sensitive Club information, particularly personal data, should not be shared online.

Competing as Athletes

20. Strathearn Harriers is affiliated to Scottish Athletics which means that, when participating in competition as a member of the Club, Members are bound by the rules and regulations relating to competition as set by Scottish Athletics.

Problem Solving

21. Members wishing to make a complaint about any aspect of the club or its activities should do so using the Disciplinary Procedure, which can be obtained electronically from the Club website.