



Point Clark Beach Association

Code of Conduct

I. The PCBA will be inclusive.

We welcome and support people of all backgrounds and identities. This includes, but is not limited to members of any sexual orientation, gender identity and expression, race, ethnicity, culture, national origin, social and economic class, educational level, color, immigration status, sex, age, size, family status, political belief, religion, and mental and physical ability.

II. Be considerate.

We all depend on each other to produce the best outcomes for our membership. Your decisions will affect all members, and you should take those consequences into account when making decisions.

III. Be respectful.

We won't all agree all the time, but disagreement is no excuse for disrespectful behavior. We will all experience frustration from time to time, but we cannot allow that frustration become personal attacks. An environment where people feel uncomfortable or threatened is not a productive or creative one.

IV. Choose your words carefully.

Always conduct yourself professionally. Be kind to others. Do not insult or put down others. Harassment and exclusionary behavior aren't acceptable. This includes, but is not limited to:

- Threats of violence.
- Disregarding the opinions and requests of others.
- Aggressive or exaggerated expression of differences.
- Discriminatory jokes and language.
- Insulting, intimidating or humiliating comments or conduct.
- Ostracizing, alienating, or putting down a person based on a perceived lack of ability.
- Condescending, patronizing or paternalistic behaviour.
- Unwelcome sexual attention.
- Bullying, including cyber bullying.
- Advocating for, or encouraging, any of the above behavior.



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PCBA CoC v2. – January 2020

V. Don't harass.

In general, if someone asks you to stop something, then stop. This includes verbal, written and electronic communication, including social media. When we disagree, try to understand why. Differences of opinion and disagreements are mostly unavoidable. What is important is that we resolve disagreements and differing views constructively.

VI. Make differences into strengths.

We can find strength in diversity. Different people have different perspectives on issues, and that can be valuable for solving problems or generating new ideas. Being unable to understand why someone holds a viewpoint doesn't mean that they're wrong. Don't forget that we all make mistakes and blaming each other doesn't get us anywhere. Instead, focus on resolving issues and learning from mistakes.

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