

CODE OF CONDUCT

OUR CLUB AIMS TO:

- Embrace diversity and be inclusive by ensuring we attract, develop, support and retain as wide a range of members as possible.

OUR CODE OF CONDUCT SUPPORTS THIS THROUGH:

- Promoting a culture of tolerance and mutual respect between members and also towards those outside the club
- Treating club members fairly regardless of their personal differences and athletic abilities
- Not tolerating bullying, harassment, discrimination or victimisation of any kind
- Dealing with any concerns in a fair and robust manner

OUR MEMBERS MUST AGREE TO:

- Ensure that they have read and understood our Code of Conduct
- Treat club members and others outside the club with dignity, respect and fairness
- Help promote a culture of diversity and inclusivity within the club
- Be open and honest in dealings with others and respect their confidentiality
- Abide by the Code of Conduct when representing the club at events including club races, holidays and social events, as well as when using social media and other forms of communication associated with the club
- Raise issues of concern in an appropriate and timely way in line with the **MFR Code of Conduct complaints process**.

GLOSSARY

In general terms, bullying and harassment means that something has happened to someone that is unwelcome, unwarranted and causes a detrimental effect.

Bullying is offensive, intimidating, malicious or insulting behaviour. Bullying may be an abuse or misuse of power through means that undermine, humiliate, denigrate or injure an individual or group of individuals.

Harassment is unwanted conduct affecting the dignity of people or any other club-related environment or situation. It may be related to a 'protected characteristic' (age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation), or any personal characteristic of the individual, and may be persistent or an isolated incident. The impact on an individual may be unintended, but nevertheless be unwelcome and cause offence.



MANCHESTER FRONTRUNNERS APPENDIX 1

Discrimination is where an individual is treated less favourably because of a 'protected characteristic' (i.e. age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation).

Victimisation occurs when an individual is treated less favourably because they have made a complaint or allegation, intend to complain or have given evidence or information about a situation involving discrimination.