

## Code of Conduct

### INTRODUCTION

Forest Edge Community Club (FECC) members, guests, visitors, staff, and Board members have the right to be and feel safe, and to enjoy the club and its benefits. With this right comes the responsibility to uphold the standards of behaviour listed below. The Forest Edge Community Club promotes respectful, inclusive, and healthy living within the community through this Code of Conduct.

### STANDARDS OF BEHAVIOUR

All members, guests, visitors, staff, and Board members of Forest Edge Community Club shall:

- Respect and follow the directions of Staff and Board members at all times;
- Respect and comply with all applicable federal, provincial, and municipal laws;
- Respect and comply with all General Pool Rules and other established policies;
- Respect the rights and differences of others;
- Demonstrate care and respect for the club property, and the personal property of others.

### SCOPE AND APPLICATION

This Code of Conduct applies to members, guests, visitors, staff, the Board of Directors, and any other individual using the pool facilities at all times. It further applies to any direct or indirect mention, reference, or connection to Forest Edge Community Club through social networking, texting, instant messaging, or similar applications.

### ENFORCEMENT

**FECC staff members represent the authority of the board of directors at all times during club operations. As such, their interpretation and application of the code of conduct, general pool rules, and any other policies, is final. Their directions will be followed immediately and without debate.**

A progressive discipline approach will be utilized at Forest Edge Community Club, for the purposes of education, correction, and deterrence. Staff are authorized to take corrective actions as deemed appropriate on a case by case basis. Depending on the nature and severity of the incident, corrective action can range from a verbal warning to membership revocation. In the case of corrective action involving a member under the age of sixteen (16), the parent or guardian will be contacted and advised of the details. Board members will be updated on all corrective actions involving suspension or potential membership revocation. Membership revocation requires unanimous Board support and once approved, will be considered in effect for the duration set by the Board, including a lifetime ban.

If disagreement over a decision exists, it may be escalated, in writing, to the Board of Directors by emailing [community@forestedgeclub.ca](mailto:community@forestedgeclub.ca).

### VERSION

Last Reviewed May 2014, Version 2.0

#### Correspond with us:

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[community@forestedgeclub.ca](mailto:community@forestedgeclub.ca)

*The Heartbeat of Westmount!*

#### Come swim with us:

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(519) 473-1724  
[swim@forestedgepool.ca](mailto:swim@forestedgepool.ca)