

RS Aero UK Class - Core Values Policy

1. CLASS ETHOS/VALUES

The RS Aero Class encourages and involves a diverse range of sailors of all types, skills, ages and backgrounds.

The Class is widely recognised as being welcoming, open, nurturing, cooperative, supportive and friendly (on and off the water), whilst still being competitive on the water. We provide many training activities, social and competitive events with the aim to help improve skills and have fun. This document describes the RS Aero Class ethos that we welcome all participants and promote **Fun, Fair, Safe and Inclusive participation** and activities. Everyone involved with the Class, whether as a competitor, organiser, coach, judge, or host venue, commits to these core values and to advance the Class ethos by promoting and supporting:

- a safe and welcoming environment.
- participants having fun and developing their skills and confidence.
- each other's sailing by engendering a culture of positive sporting behaviour, open engagement and exchange of sailing related ideas and techniques, and a Corinthian attitude.
- reasonable behaviour being respectful of others.
- good sportsmanship, fair play and ethical behaviour.
- treating everyone equally (regardless of age, disability, gender identity, race, religion or belief, sex or sexual orientation).
- safeguarding those under the age of 16 years.
- not to engage in any bullying or harassment.
- not acting or omitting to act in a manner which might bring the Class or sport into disrepute.

By joining or renewing RS Aero Class Association membership, or by entering any Class related event or using any Class related social media, members agree to abide by and are deemed to have signed up to the core ethos and values set out in this document, and to compete in compliance with the Racing Rules of Sailing (RRS), Class Rules, MNA requirements, Club rules and legal codes, and to behave in accordance with these standards.

Examples of conduct that would be considered a breach include the following lack of respect for others and their property:

- abuse, violence (or threatened violence), intimidation, discrimination, bullying, interfering with a competitor's equipment, theft, deliberate damage.
- repeated or intentional breach of Rules or event documents.
- making a false report to the Class Association (and its representatives) or Organising Authority, lying to or misleading a protest/Arbitration/disciplinary hearing, or any mediation,
- cheating (including falsifying personal, class or measurement documents, missing out a mark to gain places).

- disclosing Class Association confidential information, or misuse of Class or its sponsors Intellectual Property.

2. RESOLUTION MECHANISM

The following mediation methodology aims to assist members to resolve an incident that contravenes this policy in a proportionate and appropriate manner.

Any member may draw the attention of a Class Association Committee (CAC) member to any incident that is believed to breach this Policy, either in person or via the contact links on the Class Association web page. They should provide a detailed explanation of the matter (including any documentation that might exist eg digital communications and posts). The CAC member will then report the matter to the Class Manager or Class Chairman. The Class Manager/Chairman, or their delegate (“Mediator”) may initiate a mediation of the matter.

Members are also reminded of their right to initiate protest proceedings under the RSS, including (RRS 69 or 2), or to inform police. However, they are encouraged to first engage this mediation procedure before doing so in relation to these policy matters.

The Mediator will:

- act in a neutral, transparent and objective manner.
- discuss each party’s version of what occurred, and gather the facts relating to the incident(s), giving all parties a fair opportunity to present their complete version of the situation and to present witnesses.
- engage in any additional discussion(s) and fact finding with any person(s) that the Mediator thinks appropriate.
- determine the facts, so far as possible on the balance of probabilities.
- encourage a fair and balanced resolution appropriate to the situation, which might include: clarification of a misunderstanding, an apology or voluntary withdrawal.
- if necessary, provide guidance to the alleged offender about proper behaviour and the Class values.
- use reasonable efforts to achieve the above in good time.

3. DISCIPLINARY MEASURES

If the Mediator determines that a complaint warrants formal consideration by the CAC (including if there have been repeated or intentional offences by a member) they shall raise the matter with the Class Management Committee. That Committee may then evaluate whether measures are warranted and if so, what. They may also raise it with the International Class Association Management Committee.

All members agree and accept that anyone found to have breached these Class values may be subject to appropriate disciplinary measures, including:

- They may be requested to issue a formal apology
- Verbal or written warning
- Temporary or permanent ban from RS Aero Class Association activities (and associated property), website, social media, both nationally and internationally, ranging in length, and including the event where the incident took place.

The sanctions will take account of the nature and gravity of the incident, including prior determinations. All matters will be dealt with in a proportional manner.