



## WSA-SMB Membership Criteria, Focus, and Code of Conduct

### Eligibility Criteria

The board and the membership of the **Women's Sailing Association of Santa Monica Bay, (WSA-SMB)** value the diversity of experiences, views, expertise, opinions, demographic, racial and socio-economic backgrounds reflected among our city, our membership and the broader sailing community. Our *collective mission* is to create a safe and nurturing environment for women to be introduced to and engaged in sailing. We believe that women can be empowered through sailing, and we recognize that core value is what bonds the women and men who are our members together.

WSA-SMB is an association for women and men who have an expressed interest in expanding the sailing community in the Santa Monica Bay, fostering learning, developing skills, and diversifying the makeup of all participants. Membership is open to all people, 18 and older, who support these principals and maintain their membership in good standing through affordable annual dues and a waiver of liability for sailing and other events. WSA-SMB retains the right to deny membership to those who do not meet these criteria, do not abide by the code of conduct, and/or who are primarily interested in the solicitation of commercial goods and services or self-promotion.

### Our Focus

The WSA-SMB Board recognizes that sailing can seem exclusive and unwelcoming to newcomers. It has been traditionally a white male dominated sport, for those of privilege who often boast generations of sailors within their family traditions which have kept the doors to participation closed to others. Our goal as a club is to change that stereotype. Our programs are designed to increase the number of women participating in sailing, but they must also more actively seek and welcome people of color into our ranks, and more thoughtfully monitor conduct that is not in keeping with our mission. We've spent 2020 and 2021 examining our own behaviors and biases and offer up the following code of conduct for all of our membership to follow.

### Code of Conduct

WSA-SMB is committed to providing a safe, productive, and welcoming environment for all its members. This Code of Conduct is important to promoting diversity in the sailing community and creating an inclusive, supportive, and collaborative environment for all.

All members agree to:

- Respect the confidentiality of discussions and personal information shared during the course of our on-going club business.
- Treat all participants with kindness, respect and consideration, valuing a diversity of views and opinions (including those you may not share).
- Communicate openly, with respect for other participants, critiquing ideas rather than individuals. We have some members for whom English is not their first language. Be patient and compassionate if there is a language barrier.

- Refrain from demeaning, discriminatory, or harassing behavior and speech directed toward other participants.
- Be mindful of your surroundings and of your fellow participants. Take standard precautions to safeguard your own well-being and the safety of others. Alert a WSA-SMB Board Member if you notice a dangerous situation, fraudulent activity, or detect that someone is in distress.

Grounds for removal from the membership or other remedies as allowed by law include:

- Harassment, intimidation, or discrimination in any verbal or physical form.
- Exclusionary behavior related to age, appearance or body size, employment or military status, ethnicity, gender identity and expression, individual lifestyle, marital status, national origin, physical or cognitive ability, political affiliation, sexual orientation, race, or religion.
- Inappropriate physical contact and/or unwanted sexual attention.
- Use of sexual or discriminatory images on WSA-SMB related communications or at club events and sailing activities.
- Deliberate intimidation, stalking, or following.
- Sustained disruption of meetings, streamed or live presentations or other events.
- Bullying behavior.
- Retaliation for reporting unacceptable behavior.

Anyone experiencing or witnessing behavior that constitutes an action or serious threat to their own or public safety at any time should contact local law enforcement immediately and notify a WSA-SMB Board Member as soon as possible.

All reports of WSA-SMB Code of Conduct violations will be treated seriously and responded to promptly via the following process:

1. Each member involved in the situation will be interviewed promptly.
2. Notes from the interviews will be shared with the appropriate Directors and associated Chairs.
3. A course of action will be presented to the Commodore or highest-ranking member of the bridge for consideration and direction. Actions may include but are not limited to:
  - a. Issuance of tiered warnings
  - b. Instituting probationary period
  - c. Membership revocation and dues refund (if appropriate)
  - d. Limitations of on-the-water activities or in-person attendance at events
4. Final decisions and actions will be communicated to all members that were interviewed as well as the member who has violated the code within two weeks of the offending action.