

OUTDOORS AT UVA

Code of Conduct

Last updated March 19, 2023



Objective

This document is meant to outline our expectations regarding club members' behavior towards other club members. Additionally, we want to outline how we expect our club members to be good stewards of the outdoors. This is not meant to be an exhaustive list, but guidelines for conduct that is not covered by our more [specific policies](#).

We promote freedom of expression and open communication, but we expect all of our club members to follow our code of conduct. They should avoid offending others, participating in serious disputes in club contexts, and disrupting the club environment. We also expect them to foster a well-organized, respectful, and collaborative environment with both other club members and the outdoors.

Code of Conduct

Outdoors club members are bound to this Code of Conduct while they have active membership in the club. The components of our Code of Conduct are outlined below:

Compliance with the law and UVA [Student Rights and Responsibilities](#)

All club members must protect our club's legality. They should comply with all environmental and safety laws. We expect club members to be ethical and responsible when participating in our club's trips or events.

Respect for other club members

All club members should respect their fellow club members. We do not allow any kind of discriminatory behavior, harassment, or victimization. Club members should conform with our [Harassment & Discrimination](#) and [Sexual Misconduct](#) policies in any club environment. Additionally, club members should comply with these policies with all club members, even if this is outside of a club-specific event.

Respect also means interacting with one another and engaging in conversation in a respectful manner, regardless of differences of experience or opinion. This includes acknowledging an individual's autonomy and decision-making capabilities for themselves (unless their actions have the potential to endanger others).

Respect and protection of club gear

All club members are expected to treat our club's gear with respect and care. This means following the club's [Gear Handbook](#) whenever a club member checks out gear for a trip or uses any gear that is provided to them by a trip leader or other member. This also means prioritizing the use of club gear for club-specific trips.

Compliance with [Leave No Trace](#) principles

All club members are expected to follow Leave No Trace principles on trips and ensure that other members do the same. We recommend that club members who are not familiar with LNT take care to educate themselves and be mindful of the principles when they go on trips with the club.

All Club Members:

Policies

All club members should read and follow our club policies. If they have any questions, they should reach out to the [officers](#).

Policies to be familiar with include:

- **This Code of Conduct**
- [Harassment & Discrimination Policy](#)
- [Sexual Misconduct Policy](#)
- [Gear Handbook](#)
- [Reimbursement Policy](#)

Absenteeism and tardiness

Trip attendees and leaders should follow the schedules set for trips. We expect club members to be punctual for trips, as late arrival can affect the trip itinerary. If a member arrives late to a trip, the trip leader has no obligation to wait for them. Tardiness and absenteeism may affect the attendees ability to get on future trips, especially if the attendee was supposed to be a driver.

Communication

All club members should be open to communication with fellow club members, trip leaders, and officers. That being said, club members are not required to interact with people they feel create an unwelcoming or uncomfortable environment. When it comes to in-club/on-trip interactions, if a club member has an

issue with another member, we expect this to be settled outside of the club environment. Disputes between club members should not be brought into club spaces. Please reach out to the **officers** or the DEI Chair if there are any disputes that would benefit from a third party or club authority. If the dispute involves or evolves into a violation of our policies, it should be **reported**.

Disciplinary actions

Our club may have to take disciplinary action against club members who repeatedly or intentionally fail to follow our code of conduct. Disciplinary actions will vary depending on the violation. Possible consequences of violating the Code of Conduct or any other policies may include a warning, reprimand, demotion (including trip leader status or officership), suspension, or expulsion based on the seriousness of the offense.

Trip Leaders:

Trip leaders have additional responsibilities and expectations on top of what is in this document. For more information, please refer to the Trip Leader Manual.