



CODE OF CONDUCT OF STILLWATER YACHT CLUB

Adopted June 2020

Stillwater Yacht Club (“SYC”) is a Section 501(c)(7) social club operating within the Beach and Tennis Club at Pebble Beach (the “Beach Club”). Only members of the Beach Club may join SYC, and SYC members are subject to any and all codes of conduct, policies, and other regulations set forth by the Beach Club, as well as those set forth by SYC.

SYC is committed to providing an environment that is free of discrimination, harassment, and retaliation. Each individual involved with SYC has the right to a respectful atmosphere and is expected to uphold the following principles:

- Always show respect to your fellow club members at all times;
- Always show respect and appreciation for the volunteers, employees, contractors, and Beach Club staff who give their time to help the club and/or event(s);
- Never yell, taunt, or threaten physical violence upon another member of the club, a volunteer, or event spectator (members with a criminal history of violence or with a legal restraining order against them by another member may be barred from membership and participation in all club activities);
- Never use abusive or vulgar language, or make racial, ethnic, or gender-related slurs or derogatory comments at club events;
- Never make unwanted sexual or physical contact with other members (members found to be listed on a sex offender registry, convicted of a sex crime, or caught having, creating, or distributing child pornography will be immediately barred from membership and all participation in club activities);
- Always report violations of the Code of Conduct to the SYC Board of Directors in writing.

Upon receiving a written complaint, the Board shall take action to review the complaint in a timely manner. Where appropriate, the Board shall consult with an attorney and/or local law enforcement to determine a course of action. If a violation is found to have occurred, the Board shall take appropriate action depending on the severity of the violation. Less severe violations will start with a verbal warning, which will be documented by the Board. A second violation by the same member will result in a written warning that outlines how another complaint will result in loss of membership. A severe violation, as determined by the Board, will result in immediate expulsion.