

CODE OF CONDUCT

Inishturk Development Company CLG & Inishturk Community Club

This Code of Conduct applies to everyone on the premises or involved in activities run by the company, including members of the public and staff. The Board of Trustees may amend this Code of Conduct at any time.

1. Introduction

When entering the premises of Inishturk Community Club or taking part in an activity of Inishturk Development Company CLG, you agree to adhere to the Code of Conduct set out by the Board of Inishturk Development Company CLG and understand your responsibilities under it.

In summary:

1

Everyone should be treated with dignity and respect at all times.

Harassment of any kind - including physical, sexual, verbal or other harassment - is prohibited. This includes actions, language, written words or objects that create an intimidating or hostile environment.

2

Any breach of this Code of Conduct will be treated seriously.

Staff must record breaches they witness and may ask anyone to leave the premises or activity immediately. Reports will be treated seriously and investigated thoroughly.

3

Breaches of this Code of Conduct can result in barring.

Disciplinary action may include barring from the Community Club premises, activities of Inishturk Development Company CLG, or both, for a minimum period of six months.

A detailed version of the Code of Conduct follows. Contact details and a QR code for the website version are provided below.

Report a concern or incident

Club Manager: club@inishturkisland.com

Development Manager: development@inishturkisland.com

Chairperson (exceptional circumstances): chairperson@inishturkisland.com

All reports will be treated in confidence.



[View online](#)

2. Dignity and Respect

Everyone should treat all people with dignity and respect at all times. Any type of victimisation or harassment - including physical, sexual, verbal or other harassment - is prohibited and can result in disciplinary action up to and including barring from the Community Club premises, activities of Inishturk Development Company CLG, or both.

Victimisation and harassment can include actions, language, written words or objects that create an intimidating or hostile environment, such as:

- Making anyone feel unduly uncomfortable
- Refusing to co-operate with a member of staff who has duties to perform
- Yelling at or humiliating someone
- Physical violence or intimidation
- Unwanted sexual advances, invitations or comments
- Visual displays such as derogatory or sexually oriented pictures or gestures
- Spreading malicious rumour or gossip
- Withholding necessary information or deliberately giving incorrect information
- Intimidating someone
- Physical conduct including assault or unwanted touching

Where a member of staff judges that someone has breached the Code of Conduct, they have the right to ask that person to leave the premises or activity immediately.

3. Reporting / Speaking Up

Inishturk Community Club encourages everyone to ask questions and raise issues without fear of retaliation. It is committed to treating reports seriously and investigating them thoroughly.

Suspected unethical, illegal or suspicious behaviour should be reported immediately. Inishturk Community Club does not tolerate retaliation against anyone who makes a good-faith report of suspected misconduct. All reports will be recorded and dealt with in confidence.

To report a concern or incident:

- In the first instance, make the Development Manager or Club Manager aware of the incident or concern.
 - Contact the Club Manager where the matter relates to the Community Club premises, including the bar, restaurant or community activities at the hall.
 - Contact the Development Manager where the matter relates to any other issue concerning ICC CLG or wider community matters on the island.
- Where the issue cannot be resolved informally, you will be offered the opportunity to submit a formal feedback, grievance or incident report form and request a formal response.
- Where you are not satisfied that the issue has been addressed or resolved, the matter will be passed to the Board for discussion.
- The Board will consider the issue at its next meeting and issue a formal response on behalf of ICC CLG.
- In exceptional circumstances - where you have attempted to resolve the issue through the regular process, or have grounds to believe that process is not suitable - you may submit the issue directly to chairperson@inishturkisland.com.

4. Legislation

Everyone agrees to comply with all relevant Irish legislation and with food and alcohol licensing conditions while on the premises. This includes, but is not limited to:

- Smoking only in the designated smoking area or more than 5 metres from the nearest entrance
- Not entering the premises while inebriated
- Not bringing alcohol to an event while the Community Centre bar is open

5. Breaches of the Code of Conduct

Inishturk Community Club will respond to breaches of this Code in accordance with the seriousness of the breach. Actions may include:

- The person being asked to comply with the Code of Conduct
- The person being asked to leave the premises
- The person receiving a written warning
- The Board barring the person for a minimum period of six months

6. Code of Conduct Acknowledgement

When entering the premises of Inishturk Community Club or taking part in an activity of Inishturk Development Company CLG, you agree that:

- You have read the entire Code of Conduct and understand your responsibilities under it
- You have had the opportunity to ask questions about any part of the Code that is unclear
- You agree to abide by its principles
- You agree to report any violations of the Code to Inishturk Community Club
- You agree to co-operate with any investigation into alleged violations of the Code

Contact and online access

Report a concern or incident

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Development Manager: development@inishturkisland.com

Chairperson (exceptional circumstances): chairperson@inishturkisland.com

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