

STRATHMORE BOWLS CLUB

CODE OF CONDUCT AND BEHAVIOUR

This Code of Conduct and Behaviour (Code) has been approved by the Board of Directors and applies to all members and guests of the Strathmore Bowls Club (SBC). This Code will be referred to in consideration of the need for disciplinary action, as per the Club's "Rules and Statement of Purposes". It now forms part of the SBC By-Laws.

1. Introduction

SBC aims to provide an enjoyable, comfortable, safe and rewarding environment for all people associated with the club. This Code applies equally to members and their guests, including players from other clubs visiting the club for pennant or other competitions.

Members, visitors and guests of the Club have a right to:

- Be treated with fairness and respect;
- Participate in an environment free from all forms of harassment and discrimination; and
- Have their privacy and confidentiality protected.

Members may submit their views or concerns to the Board or any Sub-Committee of the club provided this is done appropriately and respectfully.

The Board will investigate and deal with concerns in a timely manner and advise all concerned parties of their decision. The Club has procedures for dispute handling and the handling of complaints made by members against other members outlined in the Club's "Rules and Statement of Purposes".

2. Expected Behaviours

It is expected that members and visitors of the Club will **at all times**:

- Be friendly, courteous and respectful towards other members, visitors and staff;
- Respect teammates, opponents, officials and the rules of the game;
- Refrain from behaviour that could offend or embarrass others;
- Behave in non-violent and non-abusive ways;
- Respect the positions of office bearers, committee members and employees of the Club;
- Treat the property and facilities of the Club with respect; and
- Contribute positively to the sporting and social activities of the Club.

Conduct is a matter of concern to all members: poor conduct has a negative impact and can be harmful and destructive to a club. It is the responsibility of all members to ensure that their behaviour is appropriate at all times.

If a member is offensive or abusive, responding in the same manner will also be considered a breach of the Code. It is acceptable to report the concern/matter to the Board to be investigated under breaches of the Code.

3. Club Representation

Any member representing the Club must not engage in conduct which is violent, aggressive, inappropriate or prejudicial to the interests of the club. A member representing the Club, for the purposes of this rule, is defined as anyone who:

- is wearing club uniform or any items of uniform that identifies them as a member of the Club;
- represents the Club in any bowls event;
- participates in any bowls event at our club or at another club; and
- attends such event(s) as a spectator.

4. Behaviour on Greens

Bowlers will show respect to their teammates and opponents, and play the game of bowls within BA and/or BV Regulations & Laws, to the highest degree of sportsmanship and honesty.

Bowlers wishing to smoke will adhere to the Bowls Vic rules preventing smoking on the greens during competition, be mindful of various clubs differing requirements as to the designated smoking areas and respectful towards others who request not to smoke in their presence.

Bowlers will not engage in abusive language, dissent, conduct unbecoming, or actions which would bring the game of bowls, or the Club, into disrepute.

Spectators on the surrounds of the green will conduct themselves in a manner that ensures that bowlers are not distracted.

5. Behaviour in Club Rooms

Members, visitors and guests will ensure that the comfort of other patrons is not unreasonably disturbed.

Members, visitors and guests will respect other patrons and will conduct themselves in a manner that will not cause offence.

Abusive, offensive language or unbecoming conduct is not acceptable within the clubhouse or its surrounds.

Members, visitors and guests will consume alcohol responsibly and will accept any staff or licensee decision to discontinue the serving of alcohol without complaint.

6. Code Violations

When representing SBC, members are expected to do so in the spirit of the game and abide by this Code whilst at the Club or visiting other clubs.

The following is a non-exhaustive list of unacceptable actions and are violations of this Code:

- a) Use of offensive language;
- b) Abuse, threats or intimidation of Club Board, staff, game officials, selectors or club manager in the course of their duties;
- c) Refusal or failure to comply with laws relating to other bowling clubs including those relating to smoking and alcohol consumption;
- d) Any forms of physical, verbal, mental, emotional and/or sexual abuse or discrimination on the basis of gender, creed, sexual orientation, disability or ethnic origin of a member or visitor to the Club;
- e) Wilful damage to the Club or the Club's property (such as furniture, fittings, equipment, glasses, etc.);
- f) Acting in a manner unbecoming of a member of the Club, or prejudicial to the purposes and interests of the Club and/or the sport of lawn bowls;
- g) Bringing the Club, any other member of the Club or the sport of lawn bowls into disrepute;
- h) The use of internet, social media, online forums for what is deemed to be detrimental to the Club, its members or the sport of lawn bowls; and
- i) The use or consumption of illicit drugs on the Club's property.

7. Elected Club Officials

Members of the Board of the Club and members of any Sub-Committees or the Club, will:

- Declare any conflicts of interest;
- Act with impartiality and integrity;

- Act with the best interests of the Club and its members in mind;
- Actively ensure the health, safety and welfare of members and guests of the Club; and
- Act on any breaches of the code of conduct.

Any elected or appointed official with a material personal interest in a matter being considered by the Board must not be present when the matter is being considered, and may not vote on the matter.

8. Reporting and Resolution of Breaches

Breaches of the Code of Conduct are to be reported to any member of the Board or Sub-Committee.

If a matter is referred to a Sub-Committee, the chair of that Sub-Committee must inform the Board in writing, about the particulars of the matter.

Any breach of the Code will be resolved with honesty, dignity and as far as possible, confidentiality will be maintained. The breach is to be dealt with by the relevant body as quickly as possible after the breach is reported.

Where and when required, the Board has the right to make decisions, and enforce fair and appropriate measures, to resolve a breach of the Code.

Any reported breach of the Code will be investigated, discussed and dealt with by the Board (or by an independent tribunal should the matter warrant it) in accordance with the rules of natural justice.

9. Sanctions

In the case of a Club member, the Board or tribunal may impose a warning reprimand, suspension or revocation of Club membership if the charge is upheld

subject to the procedures outlined in the Club's "Rules and Statement of Purpose".

In the case of non-Club members, or Club members, the Manager, the Board or tribunal may impose a ban from the Club for a set period of time subject to the Liquor Licensing and State Laws.

Any breach may also include referral to Bowls Vic if the Board or tribunal believes the offence warrants it. Any breach of State or Commonwealth Law will be referred to the police for further action.

10. Natural Justice

The rules of natural justice can be stated as:

- The person accused should receive notice of, and know the nature of the accusation made against him or her;
- The person accused should be given the opportunity to state his or her case; and
- The person or body hearing the case should act in good faith and without bias.

The person accused is therefore entitled to a full and fair notification of the charge and a reasonable opportunity to prepare and present a defence to an unbiased tribunal.

Notification of an alleged breach of a rule should:

- Be in writing and delivered personally to the individual concerned;
- Clearly set out the nature, particulars and basis of the alleged breach;
- Clearly set out the sanctions which may be imposed if it is determined that the alleged breach has occurred;
- Clearly set out the time, date, composition of and place at which the relevant tribunal will conduct the hearing;

- Advise the person regarding their rights to attend and speak at the meeting or submit to the tribunal written representations regarding the alleged breach;
- Advise whether the person is entitled to representation, and if so, what level of representation, at the tribunal hearing; and
- There is no natural justice requirement that a person is entitled to legal representation.

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