

## **PARA HILLS BOWLING CLUB - CODE OF CONDUCT**

Being a member of the Para Hills Bowling Club entitles you to certain rights and responsibilities, as it does other members, guests, visitors and the club overall. Members of, and visitors to, the Para Hills Bowling Club are required, under this Code of Conduct, to behave at all times in a way which upholds the values and good reputation of the Para Hills Bowling Club.

### **The Code**

#### **Members and Visitors have a right to:**

1. be treated equitably and with respect;
2. participate in an environment free from all forms of harassment and discrimination;
3. have their privacy and confidentiality treated lawfully and with respect; and
4. submit their views to the Board of Management and any Committee of the Club provided this is done appropriately and respectfully.

#### **Members of and visitors to the Para Hills Bowling Club must:**

- behave honestly and with integrity;
- treat everyone with respect, courtesy and without harassment;
- comply with the rules and follow all safety requirements and practices of the Para Hills Bowling Club,
- not breach State and Commonwealth laws;
- behave responsibly and not motivate or incite any person/s to do or feel something unpleasant or violent;
- not discriminate against any person;
- refrain from behaviour that could offend or embarrass others;
- not physically or verbally harass others (includes fight, argue, ridicule, threaten, stalk etc.).
- comply with any lawful and reasonable direction given by someone who has authority to give the direction;
- maintain appropriate confidentiality about dealings that any person has with the Para Hills Bowling Club;
- use Para Hills Bowling Club resources in a proper manner;
- not damage, steal or misuse property belonging to, or in the possession of, the Para Hills Bowling Club;
- not carry any offensive weapon/s;
- not use offensive language or gestures;
- not provide false or misleading information in response to a request for information that is made for official purposes in connection with the Para Hills Bowling Club;
- not use illicit drugs; and
- at all times behave in a way that upholds the good reputation of the Para Hills Bowling Club;

#### **Breaches of the Code of Conduct – reporting and resolution.**

Breaches of the Code of Conduct are to be reported to any member of the Board of Management. Any breach of the Code of Conduct will be resolved calmly, with honesty, dignity, and as far as possible confidentiality will be maintained. Where and when required the Para Hills Bowling Club, through its Board of Management, reserves the right to make decisions and enforce fair and appropriate measures to resolve a breach of the Code of Conduct. Any reported breach of the Code of Conduct will be investigated, discussed and dealt with by the Board of Management by imposing either a reprimand, suspension, or revoking of club membership, or, in the case of non-club members, banning from the club for a set period of time or for life. Any breach of State or Commonwealth law shall be referred to the appropriate law enforcement agency.