

## PLAYFORD BOWLING CLUB CODE OF CONDUCT POLICY

Playford Bowling Club (PBC) provides a safe, friendly environment for members and visitors to enjoy the sport of lawn bowls, or just to socialise in comfortable surroundings. PBC wants to be recognised as a friendly, welcoming club where all visitors, whether competitors or guests, are treated with courtesy and respect.

**Members therefore have an individual and collective responsibility to maintain a friendly atmosphere by treating others respectfully.**

Members should aim to contribute positively to the sporting and social activities within the club. Specifically, members should:

- be friendly, courteous and respectful to other members and visitors.
- dress appropriately in neat casual dress - footwear is compulsory, no tank tops, no hats to be worn within the clubrooms.
- respect club property and comply with rules relating to smoking and alcohol consumption.
- respect the positions of board members, committee members, staff and volunteers who collectively keep the club functioning.

On the greens, members should contribute positively to the team effort and appreciate the efforts of team-mates and opponents alike. **At all times be mindful of the laws and etiquette of the sport of lawn bowls.** This will help you to win with dignity and lose with grace. Regardless of the result, if you are playing at home it is courteous to invite your direct opponent for a drink and a chat after the game.

**Members must refrain from behaviour that would offend or embarrass others. Abusive or offensive language or behaviour is prohibited within our facility, as is any discrimination on whatever basis.** Any contributions to social media must not be detrimental or defamatory to the club or any other member. Negativity weakens the collegial atmosphere within our club and has the potential to damage the image and reputation of PBC.

As our club grows it will become increasingly unreasonable to expect board members to be solely responsible for policing behaviour. **It is incumbent on all members to denounce offensive, discriminatory or threatening behaviour.** Remember – the negative behaviour you ignore is the standard of behaviour you are willing to accept.

If poor conduct is directed at you personally, do not lower your own standards by responding in kind. Instances of unacceptable behaviour should be reported to any member of the board of management, together with details of independent witnesses. This will trigger a review process which might lead to sanctions against the person(s) responsible.

This code applies to members and visitors while at PBC, whether socialising or bowling. It also applies whenever members are representing PBC at other venues, whether bowling competitively or socially, or attending any functions on behalf of the club.

### **Resolution of alleged breaches of the Code of Conduct**

Each **written** allegation of unacceptable behaviour will be dealt with by a panel of three members appointed by the board of management (BoM) and selected on the basis of their independence from those involved. This panel will discuss the alleged incident(s) with the parties involved, including any relevant witnesses. If the matter can be dealt with quickly to the satisfaction of both parties no further action will be required, although the panel might issue a warning and/or offer advice about the need for more appropriate behaviour going forward.

However, should the alleged breach be deemed sufficiently serious, the panel might consider that a penalty is warranted. Penalties range from a reprimand to suspension or even revocation of club membership. In the case of non-members, penalties may involve a ban from club premises for an appropriate period.

**Since it is the BoM that has ultimate responsibility for imposition of any penalties that may be recommended, the consensus recommendation of the disciplinary panel must be ratified by the board.**

Therefore the panel will either report its findings and recommended penalty to the BoM at its next meeting or, preferably, expedite matters by consulting each board member for his/her opinion on the recommended penalty. If a majority vote of board members endorses the panel's recommendation, letter(s) will be sent to the affected parties informing them of the board's decision, including the dates of any period of suspension. Should the BoM not endorse the panel's recommendation, further discussion between the board and the disciplinary panel will be necessary to arrive at an agreed penalty.

**Note: All written allegations of breaches of the Code of Conduct will be recorded.** Witnesses to the incident, the outcome of initial mediation, any further steps necessary to achieve resolution and any penalties imposed, will all be detailed. This documentation is necessary should the club need to penalise any member for an alleged "ongoing pattern of negative behaviour".

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**Steve Attridge, President**