

# MARRICKVILLE BOWLING AND RECREATION CLUB LIMITED

## CODE OF CONDUCT AND ANTI BULLYING POLICY

Being a member of the Marrickville Bowling and Recreation Club Limited entitles you to certain rights and imposes certain responsibilities, as it does other members, guests, visitors and the club overall.

Members of, and visitors to, the Marrickville Bowling and Recreation Club Limited are required, under this Code of Conduct and Anti Bullying Policy, to behave at all times in a way which upholds the values and good reputation of the Marrickville Bowling and Recreation Club Limited.

### **The Code of Conduct and Anti Bullying Policy**

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 Marrickville Bowling and Recreation Club Limited 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 Marrickville Bowling and Recreation Club Limited,
- 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;
- Dress neatly and tidily at all times. Interpretation of the dress rules is at the discretion of the club management.
- Not physically or verbally harass others (includes fight, argue, ridicule, threaten, stalk etc.).
- Be, as parents and/or guardians, responsible at all times, for the behaviour of their children on club premises. Parents and/or guardians of children whose behaviour is unacceptable shall be requested to remove them from club's premises.
- 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 Marrickville Bowling and Recreation Club Limited
- Use Marrickville Bowling and Recreation Club Limited resources in a proper manner;
- Not damage, steal or misuse property belonging to, or in the possession of, the Marrickville Bowling and Recreation Club Limited;
- 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 Marrickville Bowling and Recreation Club Limited;
- Not use illicit drugs; and
- At all times behave in a way that upholds the good reputation of the Marrickville Bowling and Recreation Club Limited;

#### **Breaches of the Code of Conduct and Anti Bullying Policy – Reporting and Resolution.**

Breaches of the Code of Conduct and Anti Bullying Policy are to be reported to any member of the Board of Directors. Any breach of the Code of Conduct and Anti Bullying Policy will be resolved calmly, with honesty, dignity, and as far as possible confidentiality will be maintained. Where and when required the Marrickville Bowling and Recreation Club Limited, through its Board of Directors, reserves the right to make decisions and enforce fair and appropriate measures to resolve a breach of the Code of Conduct and Anti Bullying Policy. Any reported breach of the Code of Conduct and Anti Bullying Policy will be investigated, discussed and dealt with by the Board of Directors 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.