



# CAMBRIDGE BOWLING AND RECREATION CLUB INC

## Member's Code of Conduct

As a Club operated primarily by volunteers for the benefit of its members, all members of the Cambridge Bowling and Recreation Club Inc ( the Club ) have an individual and collective responsibility to contribute in a positive way to the operations of their Club.

The Club Member's Code of Conduct applies equally to members and their guests, including players from other clubs visiting The Club for sporting competitions and social functions.

### In regard to the sport of playing bowls

1. Players must display respect to their team mates, and opponents, and play the game within the sport's governing body Laws and/or Conditions of Play, to the highest degree of sportsmanship and honesty.
2. Players will not engage in offensive or abusive language, dissent, conduct unbecoming, or actions which would bring the game of bowls or the Club into disrepute.
3. Spectators on the banks will conduct themselves in a manner that ensures that players are not distracted.

### Within the Clubhouse and club surrounds

1. Members, family and guests are encouraged to enjoy the hospitality of the club without fear of acts of discrimination, racial vilification or verbal abuse.
2. Members, family and guests will ensure that the comfort of other patrons is not unreasonably disturbed.
3. Members, family and guests will respect other patrons and will conduct themselves in a manner that will not cause offense or prejudice the reputation of the Club.
4. Abusive or offensive language is not permitted within the clubhouse or its surrounds.
5. Members, family and guests, when consuming alcohol, will do so responsibly, and will accept any staff or licensee decision to amend behaviour or discontinue the serving of alcohol without complaint.

### Dress Code

Neat dress standards are important. Members may wear work clothing but should present themselves as neatly as possible. Singlets are not permitted.

### Smoking – refer to Tobacco Products Control Act (2009)

1. Smoking is not permitted in the clubhouse or within five (5) metres of any entrance.
2. Smoking is only permitted on designated grass areas.
3. Smokers must dispose of butts correctly and empty ashtrays regularly.
4. Members are to respect the rights of other members who wish to smoke in allowable areas.

### COVID and other infectious diseases

All patrons to the Club (including members, visiting players, spectators and the wider public) must follow the requirements of the Club and the WA Department of Health as varied from time to time to protect members and guests against COVID and other infectious diseases.

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## Social Media and Electronic Communication

1. Social Media includes, but is not limited to:
  - Social networking sites such as Facebook, Twitter, LinkedIn, Google+, Pinterest etc
  - Video and photo sharing such as YouTube, Vimeo, Instagram, Flickr, Vine, TikTok etc
  - Instant messaging such as SMS, Sype, Snapchat, WhatsApp etc
  - Blogs and micro-blogging such as Tumblr, Wordpress, Blogger etc
  - Online encyclopedias such as Wikipedia
  - Review sites such as Yelp, Urban Spoon etc
  - Live broadcasting applications such as Periscope, Meerkat, Facebook Mentions etc
  - Podcastings such as iTunes, Stitcher etc
  - Geo-spatial tagging such as Foursquare etc
  - Forums, discussion boards and groups such as the website
  - Online multiplayer gaming platforms
  - Online voting or polls
  - Public and private online forums and discussion boards
  - Any other technologies that will allow individuals to upload and share content
2. The club recognises that members may engage in social media; however, all Committee persons and members should be aware of the potential for members of the public to access social media content which can be taken out of context or misused.
3. All club references in social media will be treated as public 'comment'.
4. No content should be posted/linked to; or statements made that are misleading, false or likely to injure a person's reputation or bring our club into disrepute. Examples include, but are not limited to:
  - Information or photos of a sensitive nature such as accidents, incidents or controversial behaviour
  - Content that contains illegal or indecent content such as defamatory, vilifying or deceptive content
  - Material that is subject to copyright laws
  - Material that is offensive, discriminatory, harassing, intimidating, embarrassing, racist, sexist, bullying in nature, sexually explicit or otherwise inappropriate
5. Any abusive, discriminatory, intimidating, misleading or offensive statements on the club's social media will not be tolerated. Offending posts will be removed and those responsible will be blocked from the site.
6. When sharing information or posting material on public websites connected to the club, members must follow the following guidelines for electronic communication:
  - It should be restricted to club matters
  - It must not offend, intimidate, humiliate or harass another person
  - It must not be misleading, false or injure the reputation of another person
  - It should respect and maintain the privacy of members
  - It must maintain the privacy of the club's confidential information
  - It must not use any branding from the club or another team without the appropriate approval being obtained in writing
  - It must not bring the club into disrepute
7. Members who send inappropriate electronic communication (including emails or electronic newsletters) or post online content or comments that harass, offend, intimidate or humiliate another member or another team which might affect the club may be found in breach of the Member's Code of Conduct Policy and as a result may be liable for a claim of misconduct, under the Club Constitution.
8. All members have an obligation to report any social media postings that may be subject to bringing the club into disrepute.

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### **Member Disputes**

- 1.** All members must follow the Club Constitution, Policies and By-laws to handle any disputes with another member or with the management committee of the Club.
- 2.** Any member dispute in which the management committee, in good faith, determine to be detrimental to the club and/or the enjoyment of the club by other members, will be dealt with under the disciplinary procedures provided for in the Club Constitution. This includes but is not limited to: Actions resulting in claims of bullying/harassment; physical altercations; and discriminatory behaviour.

**All members are to have read and understood this Member's Code of Conduct Policy and will abide by it as a member of the club.**

**The President and Committee of the Club may take any action considered necessary on occasion of a reported breach of this Code of Conduct. Any member found in breach of this Code of Conduct may be liable for a claim of misconduct, under the Club Constitution.**