

# CODE OF CONDUCT

## EWAN AMATEUR TURF CLUB INC. (“Club”)

### PURPOSE

The purpose of this Code of Conduct (“Policy”) is to inform all attendees at the Club facilities of the standards of behaviour expected of them whilst conducting themselves at the Club, so as to ensure that:

- the facilities provided by the Club can be enjoyed in a safe and responsible manner;
- high standards of behaviour are upheld across all activities held at the Club;
- the Club is considered a safe place where all attendees are made to feel welcome; and
- the Club’s status as an ethical and trustworthy member of the community is preserved.

### COMMITMENT

This Policy outlines the joint commitment of the committee and members to establish an environment that enhances attendees’ experience of the facilities and services provided by the Club.

### AUTHORITY

The authority of this Policy is vested in the constitution or rules of association of the Club.

### APPLICATION

This Policy applies to all attendees whilst at Club facilities.

### STANDARDS OF BEHAVIOUR

Whilst at Club facilities, all attendees are expected to behave in a manner that contributes to and enhances others’ enjoyment of the facilities and services around them. Accordingly, all attendees must always:

- respect the rights of others to enjoy the Club’s facilities and services;
- be courteous when interacting with others;
- refrain from behaviours that undermine the health and safety of others;
- show due consideration to the needs of others, including respecting their right to privacy;
- comply with Club policies, signage and lawful directions given by authorised personnel;
- ensure children are always supervised by a responsible adult while at Club facilities;
- not bring food or drinks for consumption in designated areas on Club premises without prior permission;
- not bring or have in their possession illegal materials while on Club premises;
- handle Club property with due care and diligence;
- refrain from representing the Club unless properly authorised to do so;
- not deliberately tarnish the reputation of the Club or bring it into disrepute; and

- dress appropriately in keeping with the Club’s dress code as communicated by the committee to the members from time to time.

### UNACCEPTABLE BEHAVIOUR

Any person who engages in conduct that is considered to be a breach of the above standards of behaviour may be subject to disciplinary action taken by the Club. Without limiting the types of behaviour that may attract such disciplinary action, the following behaviours will be considered to be a breach of this Policy:

- any form of intimidating, offensive, aggressive, bullying or discriminatory behaviour;
- drunk or disorderly conduct;
- unwelcome physical contact (including assault, sexual harassment, etc);
- hindering management or staff in the performance of their duties;
- wilful destruction of property; and
- conduct that is unsafe or illegal.

### ATTENDEES RESPONSIBILITIES

Attendees are expected to familiarise themselves with this Policy, their obligations under this Policy and are encouraged to report instances of misconduct by notifying the committee, management or staff of the Club.

### DISCIPLINARY ACTION

This Policy will be actively enforced by the Club. If a breach is alleged or observed to have occurred, the Club may take action against the relevant person or persons concerned. Such action may include:

- on-the-spot warnings;
- immediate removal from the premises;
- withdrawal of the right to access certain facilities; and
- a fixed or indefinite ban from attending Club facilities.

Any formal disciplinary action taken under this Policy will be in accordance with the constitution or rules of association and laws applicable to the Club.