



CODE OF CONDUCT STATEMENT

Approved by: Board of Management
Date approved: 20 November 2017
Date amended: 22 November 2021
Revision: 4

This Code describes a common set of expectations for the conduct of Members, Guests and Visitors, a key element of which is that we abide by Club rules and policies and in the broader sense applicable laws and regulations. The WBC Board has a zero tolerance policy toward members, guests or visitors who breach this Code of Conduct.

Members, Guests and Visitors have a right to:

- Be treated equitably and with respect.
- Participate in an environment free from all forms of harassment or discrimination.
- Have their privacy and confidentiality treated lawfully.
- Not be subject to malicious gossip, innuendo, slander, bullying, aggressive, rude, intimidating or violent behavior.

COVID

The Club has a COVIDSafe Plan supporting the National COVID-19 Safe Work Principles to guide us and endeavor to ensure that our Club is a safe place for all who enter. All members and visitors are required to comply with the restrictions contained in the Victorian Chief Health Officers Orders.

Child Safe Policy

All children who are members of or visit the Club have a right to feel and be safe. The welfare of the children in our care will always be our first priority and the Club has a zero tolerance to child abuse. This policy applies to all individuals involved in our Club (paid and volunteer) including visitors.

Dress Code

- All members and visitors are asked to maintain a neat, tidy appearance at all times while at the Club.
- Dirty, ragged or unkempt clothing or clothing containing offensive slogans are not permitted within the Club. Members or guests will be asked to cover up any such clothing and if they refuse will be asked to leave the Club.
- The courtesy of removing hats / caps would be appreciated upon entry into the Club.
- Barefoot bowlers may enter the Club without shoes. Members and guests must wear appropriate footwear at all times.

Smoking

- Smoking is not permitted within the Club house or within 3 meters of a bowling green.
- The Werribee Bowls Club has established smoking areas for the use of all smokers.
- All are requested to use these facilities only for smoking and those refusing to do so will be asked to leave the Club.

Responsible Serving of Alcohol & Liquor License Regulations

- The Werribee Bowls Club promotes and practices the Responsible Service of Alcohol.
- Excessive or binge drinking is discouraged and members, guests or visitors showing signs of intoxication or drunkenness will have service refused and be asked to leave the Club.
- The Werribee Bowls Club is a fully licensed venue and does not allow BYO alcohol/soft drinks on any part of the Club premises or grounds at any time.
- The ban on BYO alcohol includes all times **when the Clubhouse is closed** and/or when playing or practicing bowls socially or in pennant.
- Members, guests or visitors purchasing or consuming alcohol on Club premises may be requested at any time to produce evidence of age documents.
- The WBC Board, via its staff and volunteers, reserves the right to cease the sale of any product at any time.
- The WBC Board, via its staff and volunteers, reserves the right to limit alcohol purchase to one drink per person on any occasion.
- Alcohol or food must not be consumed on any green.

Breaches to Code of Conduct – Reporting & Resolution

- Members found to be in breach of this code may have their membership suspended or permanently revoked and guests or visitors in breach of this code will be banned from the Club.
- Breaches of the Code of Conduct are to be reported to a member of the WBC Board of Management in writing and will be resolved calmly, with honesty, dignity and in confidence.
- The WBC Board of Management reserves the right to make decisions and enforce fair and appropriate measures to resolve a Code of Conduct breach.
- Where and when required the WBC Board of Management will investigate, discuss and action the breach in accordance with the Club's Constitution 2014, state and federal laws including the Liquor Control Reform Act 1998 (Vic) and with Bowls Victoria guidelines and policies where they apply.