



Lindfield Bowling & Bridge Club

Serving the Community Since 1952

MEMBER CODE OF CONDUCT

Policy Number: LBBC-MEM-001

Version Control

Date	Version	Author	Details
June 2026	Draft	Sharon Thompson	Added Section 5 — Responsible Service of Alcohol to Rogers draft.
15th July 2026	V1.0	Sharon Thompson	After Board Comments

Board Approval Date: 15th July 2026

Policy Owner: Board of Directors

MEMBER CODE OF CONDUCT

Lindfield Bowling & Bridge Club

A Registered Club under the Registered Clubs Act 1976 (NSW)

Purpose

This Code of Conduct sets out the standards of behaviour expected of all members of Lindfield Bowling & Bridge Club. It is intended to promote a safe, respectful, inclusive and enjoyable environment for all members, guests, volunteers, Directors and staff.

We have a zero tolerance policy for harassment towards all Club Officers and employees. All members are expected to comply with this Code when:

- Attending the Club or participating in Club activities
- Using Club facilities or equipment
- Communicating with others in connection with the Club
- Representing the Club in any capacity

1. Expected Standards of Behaviour

Members must:

- Treat all members, guests, volunteers, Directors and staff with courtesy, dignity and respect.
- Behave honestly, fairly and in a manner that supports the best interests and reputation of the Club.
- Comply with the Club's Constitution, By-laws, Policies, Rules and any lawful direction given by Club officials acting within their authority.
- Respect the rights of others to participate in Club activities free from harassment, bullying, intimidation, discrimination or abuse.
- Use Club facilities and property responsibly and help maintain a safe environment.
- Raise concerns, complaints or disputes through appropriate Club processes rather than through disruptive or confrontational behaviour.
- Respect the privacy and confidentiality of other members where appropriate.
- Observe all applicable laws and regulations while on Club premises or participating in Club activities.

2. Unacceptable Behaviour

Members must not:

- Engage in abusive, threatening, intimidating, aggressive or violent behaviour.
- Harass, bully, victimise or discriminate against any person.
- Use offensive, insulting, obscene or discriminatory language.
- Damage, misuse or remove Club property without authority.
- Disrupt Club meetings, competitions, social activities or the enjoyment of other members.
- Make false, malicious or vexatious complaints against another person.
- Publish or distribute material — including through social media — that may seriously damage the reputation of the Club or unfairly harm another member.
- Engage in conduct that may bring the Club into disrepute.

3. Communication Between Members

Members are encouraged to communicate respectfully and constructively. Where disputes arise between members, they should be addressed calmly and, where appropriate, through the Club's Grievance Handling Procedure (LBBC-MEM-002).

Members must comply with any reasonable direction issued by the Club to protect the safety, welfare or enjoyment of members and staff.

4. Social Media

Members using social media in connection with the Club must:

- Act respectfully and responsibly at all times.
- Not post material that is abusive, defamatory, discriminatory or threatening.
- Not represent personal views as official Club views unless authorised to do so.
- Respect the privacy of members, guests and staff.

Social Media Reminder

Posts made in private groups or personal accounts can still cause harm to individuals and to the Club's reputation. The test is not whether the post is 'public' — it is whether the content would embarrass the Club or cause harm to another person if seen by the Board.

5. Responsible Service of Alcohol

The Club is a licensed venue. Members must:

- Comply with all directions of Club staff regarding responsible service of alcohol.
- Not consume or supply alcohol in a manner that breaches the Club's licence conditions.
- Not bring alcohol onto the premises unless expressly permitted by the Club.
- Accept that Club staff are legally required to refuse service and that such refusals must be complied with.

6. Breaches of the Code

Alleged breaches of this Code may be investigated by the Board or a committee authorised by the Board. A member who is the subject of an allegation will be:

- Advised of the nature of the allegation.
- Given a reasonable opportunity to respond.
- Treated fairly and in accordance with the Club's Constitution and principles of procedural fairness.

7. Disciplinary Action

Where a breach is established, the Club may take appropriate action, including:

- Providing guidance or counselling.
- Issuing a verbal or written warning.
- Imposing conditions on participation in Club activities.
- Suspending privileges or membership rights.

- Suspending or terminating membership in accordance with the Club's Constitution.

Any disciplinary action will be carried out in accordance with the Club's Constitution and the principles of natural justice.

8. Review

This Code of Conduct may be amended by the Board from time to time. The amended Code applies to all members from the date of adoption. Members will be notified of any material changes.

Board Approval

This Policy was adopted by the Board of Directors of Lindfield Bowling & Bridge Club at a duly convened Board meeting.

Date of Adoption: 15th July 2026

Signed (Deputy Chairman): 