

Short code of conduct: Coulsdon Club.

- All members of Coulsdon Club (Also referred to as the Comrades Club), Staff and Volunteers are entitled to membership rights, and shall be treated equally and without discrimination, subject to the club constitution and this Code of Conduct.
- Members must treat one another with courtesy and respect regardless of age, race, gender or culture or religion and offer equal opportunity to play regardless of ability.
- Members must refrain from any type of harassment, bullying or abusive conduct. This is defined as behaviour which is likely to cause alarm or distress to that person or in the hearing of another person present or to make a person feel uncomfortable. This includes all forms of communication - such as email, phone, hand-written material and/or any social media platforms.
- Members must observe the law and never do anything to bring the club into disrepute.
- Members must not act in a negative or destructive manner towards the club, its events or its elected committee. This does not preclude fair comment or opinion appropriately expressed.
- Members must respect the property and facilities provided by or through the club.
- Members are responsible for taking reasonable care over their health and safety and for assessing any risks to themselves or others of their participation in club events. Members shall observe any reasonable directions from the club, the event organizer or other responsible party in relation to their health and safety.
- If a member brings a non-member guest to a club event, the member is responsible for ensuring that the guest complies with this Code of Conduct. If the member leaves the club the Guest(s) must leave too unless another Club member presents themselves as being responsible for that Guest(s). If this is NOT abided with then the original member remains responsible for the non-member(s)
- Members and Guest(s) must observe this Code of Conduct when attending the Coulsdon Club, Events hosted by the Club and within the club grounds.

- Any breaches of this Code of Conduct may form grounds for Disciplinary procedure through the Committee which could lead to suspension or expulsion from the club.
- Supervise children at **ALL** times both inside and outside the Clubhouse (Garden Area). In the interest of the safety and comfort of all Club members and guests, please do not allow your children to run around the bar/lounge area. Children under the age of 10 after 2100hrs / 9pm will **NOT** be permitted to remain in the club house. If any children are present then a member of the committee will seek the Parent/ Guardian and will be asked to leave.

Discipline procedure with in Coulsdon Club.

The following options will be taken by the club;

- Verbal Warning
- Written warning
- One Month suspension from the Club
- 3 months suspension from the Club
- 6 months Suspension from the club
- 1 Year suspension from the club
- The persons membership will be revoked and therefore no longer a member of the club.

These Discipline options will be available to the club depending on verity of the complaint.

