

Totnes Bowling Club

Code of Conduct Policy

Totnes Bowling Club (TBC) provides a safe, friendly environment for members and visitors to enjoy the sport of lawn bowls, or just to socialise in comfortable surroundings. TBC wants to be recognised as a friendly, welcoming club where all visitors, whether competitors or guests, are treated with courtesy and respect.

Members therefore have an individual and collective responsibility to maintain a friendly atmosphere by treating others respectfully.

Members should aim to contribute positively to the sporting and social activities within the club. Specifically, members should:

- be friendly, courteous and respectful to other members and visitors.
- dress appropriately in neat casual dress.
- respect club property and comply with rules relating to smoking and alcohol consumption.
- respect the positions of, committee members, and volunteers who collectively keep the club functioning.

On the greens, members should contribute positively to the team effort and appreciate the efforts of team-mates and opponents alike. **At all times be mindful of the laws and etiquette of the sport of lawn bowls.** This will help you to win with dignity and lose with grace. Regardless of the result, if you are playing at home it is courteous to invite your direct opponent for a drink and a chat after the game.

Members must refrain from behaviour that would offend or embarrass others. Abusive or offensive language or behaviour is prohibited within our facility, as is any discrimination on whatever basis. Any contributions to social media must not be detrimental or defamatory to the club or any other member. Negativity weakens the collegial atmosphere within our club and has the potential to damage the image and reputation of TBC.

As our club grows it will become increasingly unreasonable to expect committee members to be solely responsible for policing behaviour. **It is incumbent on all members to denounce offensive, discriminatory or threatening behaviour.** Remember – the negative behaviour you ignore is the standard of behaviour you are willing to accept.

If poor conduct is directed at you personally, do not lower your own standards by responding in kind. Instances of unacceptable behaviour should be reported to any member of the committee, together with details of independent witnesses.

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This will trigger a review process which might lead to sanctions against the person(s) responsible.

This code applies to members and visitors while at TBC, whether socialising or bowling. It also applies whenever members are representing TBC at other venues, whether bowling competitively or socially, or attending any functions on behalf of the club.

Resolution of breaches of the Code of Conduct

Where potential breaches of the clubs code of conduct occur the committee would set up a disputes resolution panel, to which would have been devolved the responsibility for resolution of any reported breach of the club's code of conduct. Each allegation of unacceptable behaviour will be dealt with by a panel of 3-5 members, who will be selected on the basis of their independence from those involved. **The panel will undertake a review of the situation in a calm and nonthreatening manner**, consulting with those directly involved and any relevant witnesses.

The panel will report its findings to the committee, together with any recommendations for appropriate penalties for any or all of those involved. Penalties range from a reprimand to suspension or even revocation of club membership. In the case of non-members, penalties may involve a ban from club premises for an appropriate period. **It is the clubs committee that has ultimate responsibility for imposition of any penalties that may be recommended.**

Totnes Bowling Club - Code of Conduct 06/07/2023

