

CODE OF CONDUCT POLICY

Introduction

This code of conduct sets out the behaviour expected of all Club members and visitors at the Forestville RSL Club Limited (**the Club**) premises. The code of conduct also sets out the obligations of Club Management and Directors in conjunction with responsibilities of members and visitors.

General requirements

All Members and Visitors at the Club:

1. Shall follow all instructions given by Club Management and staff.
2. Shall not behave in any way that will damage the reputation of the Club as a family-friendly environment, either verbally or through social media.
3. Shall not partake of or induce any other person to partake of any illicit drugs on the premises.
4. Shall always uphold the Club's dress code.
5. Shall adhere to the Responsible Service of Alcohol and Responsible Conduct of Gambling initiatives followed by the Club.
6. Shall only smoke in the 'smoking' areas as defined throughout the Club.
7. Are required to behave in a manner conducive to the enjoyment of the Club's facilities for all persons. Obscene and or offensive language or behavior will not be tolerated.
8. All sporting or social groups sponsored by the Club should ensure that its members are members of the Club.
9. All sporting or social groups sponsored by the Club should ensure compliance with this code of conduct by managing the behavior of all within their group.
10. Any person or Group found to have damaged Club property will be held accountable for the repair and or reparation of such damage.

Note:

Club Management reserves the right to refuse entry to any person, at its sole discretion. All decisions are final in all matters relating to dress and behavior.

Failure to comply with any of the above may be deemed as a breach of the Code of Conduct. In the event of a breach by a member or visitor, the Club reserves the right to discipline the offender in accordance with the Club Constitution (refer to "Disciplinary Proceedings" below).

Acceptance

Members and visitors will be deemed to have accepted this Code of Conduct by attending the Club's premises and may obtain a copy for their own reference.

Appeal rights

Refer to Rules 44 to 51 in the Club's Constitution for procedures.

Disciplinary Proceedings

Rule 44:

If a member refuses or neglects to comply with any of the provisions of this Constitution or the By-laws, or be in the opinion of the Board, or the Board duly constituted Disciplinary Committee, guilty of any conduct prejudicial to the interests of the Club, or be in the opinion of the Board or the Disciplinary Committee, guilty of conduct which is unbecoming of a member or which shall render the member unfit for membership, the Board or the Disciplinary Committee shall have power to reprimand, fine, suspend from all privileges of membership for such period as it

considers fit, expel or accept the resignation of such member and to remove the person's name from the Register of members.

Rule 45:

The Chief Executive Officer, or in the Chief Executive Officer's absence the senior employee of the Club then on duty, has the power to suspend any member's membership and remove that member from the premises of the Club:

- a) who in the opinion of the Chief Executive Officer or the senior employee is becoming intoxicated, or is violent, quarrelsome or indecent, or
- b) whose presence on the premises of the Club in the opinion of the Chief Executive Officer or the senior employee may render the Club or the Chief Executive Officer liable to a penalty under the Registered Clubs Act.

Removal of Persons from the Club Premises

Rule 47:

In addition to any powers under Section 77 of the Liquor Act, the CEO or, subject to Rule 51, an employee of the Club may refuse to admit to the Club and may turn out, or cause to be turned out, of the premises of the Club any person including any member:

- a) who is then intoxicated, violent, quarrelsome, or disorderly, or
- b) who, for the purposes of prostitution, engages or uses any part of the premises of the Club.
- c) whose presence on the premises of the Club renders the Club or the Secretary liable to a penalty under the Registered Clubs Act or the Liquor Act.
- d) who hawks, peddles, or sells any goods on the premises of the Club.
- e) who, within the meaning of the Smoke-free Environment Act, smokes while on any part of the premises that is smoke-free.
- f) who uses, or has in his or her possession, while on the premises of the Club any substance that the Secretary suspects of being a prohibited drug or prohibited plant or substance; and
- g) whom the Club, under the conditions of its club licence, or a term of a liquor accord, is authorised or required to refuse access to the Club.

Dress Code (Front Door)

Forestville RSL Club Dress regulations apply to all members and guests entering club premises.

- No hats indoors
- No bare feet
- No offensive slogans/logos
- No excessively revealing clothes
- No other inappropriate dress

Management's decision shall be final in all matters relating to dress standards and behaviour.

Code of conduct. (Website)

- If a member or guest is judged to be dressed in a way that may offend other members or guests, this is sufficient cause to refuse entry to the club.
- Management are authorised to adjudicate on whether a member or guest meets the required standards.

Headwear (Website)

- General headwear is not permitted, indoors (except for religious reasons – all facial features must be visible.)
- Ladies dress headwear is allowed.

General Club Rules

IDENTIFICATION:

Members must present their current, signed membership card to the Club Receptionist when entering the Club. Please note that membership cards are not transferable.

If requested, guests must present proof of their age to the Club Receptionist. Acceptable proof of age being Passport, Drivers Licence, RMS Proof of Age Card, or refreshed Services NSW App Identification.

GUESTS:

- a) There is a restriction of two guests that may be invited to the Club, not including minors. However, persons residing within five (5) km of the Club must be signed in and vouched for by a member of the Club, who shall be responsible for the behaviour of their guests whilst they are in the Club and its precincts.
- b) Persons under 18 years of age may only be permitted entry to designated areas of the Club for the purpose of dining or attending special events and must be accompanied by a responsible adult.
- c) Function guests are those persons attending a specific private or Club function being held on the premises of the Club when prior arrangements shall have been made with the Chief Executive Officer or the Operations Manager. (Please see functions packages for further details.)

BEHAVIOUR:

In order to ensure the comfort and enjoyment of all members of the Club and their guests, no person shall create any undue noise or disturbance within the Club premises, precincts, carpark or nearby streets.

All members and their guests and other visitors to the Club shall abide by the Liquor and Gaming Laws, and when considered appropriate, may be refused service, and requested to leave the Club. Refusal to comply with such a request will result in further action being taken.

The use of foul or abusive language whilst in the Club will not be tolerated. Any member or guest requested to leave the Club by a Staff Member, shall do so immediately and without undue disturbance. Failure to do so may result in suspension of membership.

Management always reserves the right to bar entry or remove members or guests from the Club whose behaviour is deemed improper.

COMPLAINTS:

Members shall address any complaints regarding Club matters to the Manager on Duty at the time, or to the Club Chief Executive Officer as soon as practicable.

STAFF:

Members and their guests are expected to be always polite and co-operative towards Club staff. Members are requested that any complaints regarding Staff are to be put in writing and addressed to the Chief Executive Officer. At no time should members verbally harass or abuse staff regarding a complaint, either in person or through the social media.