



Bomaderry

Bowling Club Ltd

Locked Bag 3008
Nowra NSW 2541
bbc@bomaderrybowling.com.au
ABN 93 000 952 705

Members Conduct Policy

iTsMyClub Group

(Bomaderry Bowling Club Ltd, incorporating Berry Bowling Club and Nowra Golf Club)

1. PURPOSE

The Club is committed to providing a safe, healthy, and respectful environment for all members, guests, and staff. In accordance with Rule 2.4 of the Constitution, this policy forms part of a contract between the Club and each member, who agrees to observe these regulations to maintain the Club's reputation and name. The Club has a legal and moral obligation to protect its employees from offensive conduct and to ensure its operations remain compliant with NSW law.

2. SCOPE AND DEFINITIONS

- **Scope:** This policy applies to all members in their dealings with other members, visitors, and Club representatives (employees, contractors, or office holders).
- **Dual Status:** Where a member is also a contractor, employee, or office holder, a breach of this policy may affect their further engagement in those roles.
- **Inappropriate Behaviour:** Includes bullying, violence, sexual harassment, discrimination, or any unwanted conduct that humiliates, offends, or threatens the health and safety of others.
- **Guests:** Members are responsible for the conduct of any guests they introduce to the Club and must ensure their guests remain in their company as required by Rule 25.6 and Rule 25.9.

3. STANDARDS OF CONDUCT

To maintain the integrity of the Club, members must adhere to the following expectations:

- **General Respect:** Members must treat others fairly and with respect, acting in a lawful manner at all times.
- **Bullying and Violence:** Repeated unreasonable behaviour, physical or verbal abuse, or derogatory comments are strictly prohibited.
- **Harassment and Discrimination:** The Club does not condone any form of sexual harassment or discrimination based on personal characteristics. Assisting or encouraging others to engage in such behaviour is also a breach of this policy.
- **Social Media and Reputation:** Members must not post or respond to any electronic communications that contain offensive, defamatory, or harassing material. Any commentary that brings the Club or its employees into disrepute is considered conduct prejudicial to the interests of the Club under Rule 20.2.

4. RESPONSIBILITIES

- **The Club's Role:** Management will monitor the environment to ensure acceptable standards are met and investigate complaints thoroughly, fairly, and promptly.
- **Members' Role:** Members must report incidences of inappropriate behaviour to a manager or the Secretary and maintain confidentiality during any subsequent investigations.

5. DISCIPLINARY PROCEEDINGS AND PENALTIES

Breaches of this policy will be dealt with in accordance with the disciplinary procedures set out in the Constitution:

- **Removal from Premises:** Pursuant to Rule 23.1 and Section 77 of the Liquor Act, the Secretary or authorized employees may refuse admission or turn out any member who is intoxicated, violent, quarrelsome, or disorderly.
- **Board Power to Discipline:** Under Rule 20.1, the Board has the power to reprimand, fine, suspend, or expel any member found guilty of conduct unbecoming of a member or prejudicial to the interests of the Club.
- **Secretary's Power:** If a member engages in conduct unbecoming or prejudicial to the Club, the Secretary (or delegate) may independently suspend that member for a period of up to twelve (12) months under Rule 20.6.
- **Range of Sanctions:** Depending on the seriousness of the offence, penalties may include verbal or written warnings, restrictions on alcohol purchase, restriction of facility use, or indefinite expulsion.

6. GRIEVANCE PROCEDURE

Any member who feels they have been subjected to inappropriate behaviour should, if comfortable, ask the offender to cease. If the behaviour continues or is serious, the matter must be referred to the Secretary (**Chief Executive Officer**) or **Club Management**, who serve as the nominated contact persons for this policy.

Endorsed and Board Approved Effective Date 25 May 2026

