

Policy Name	<b>Hervey Bay City Bridge Club Inc. (HBCBC) Code of Conduct Policy</b>
Head of Power	HBCBC Constitution Section 12 HBCBC Complaint, Grievance and Misconduct Policy
Version Control	Version 1: Endorsement HBCBC Management Meeting 08/02/2023

The Hervey Bay City Bridge Club Code of Conduct is based on the principle that each member and visitor have both rights and responsibilities. The Code of Conduct guides members and visitors on the expected standards of behaviour within the Club, in interpersonal interactions and during play. These principles apply to playing bridge and to conduct when attending or representing the Club.

### **Rights**

Members and visitors have the right to:

1. Be involved in the game of bridge;
2. Membership of a Club that is inclusive and free from discrimination;
3. Be treated with courtesy, tolerance and respect at all times;
4. Be able to participate in social and competitive environments, free of unacceptable behaviour and language; and
5. Have their confidentiality appropriately maintained.

### **Responsibility**

Members and visitors have the responsibility to:

1. Conduct the game in a proper, mature and inoffensive manner;
2. Assist new members and guests by showing patience and understanding;
3. Abide by the rules and by-laws of the Club, Queensland Bridge Association, the Australian Bridge Federation, and the World Bridge Federation;
4. Be a good host or guest;
5. Greet opponents in a friendly manner;
6. Have two clearly completed convention cards readily available to opponents; and
7. Comply with the Club's Constitution, By-Laws, Policy and Procedures.

## **Zero Tolerance**

The Club will have zero tolerance to the following behaviours including:

1. Badgering, rudeness, insinuations, intimidations, profanity, threats or violence at any time;  
or
2. Derogatory, defamatory or slanderous comments about Club Members, the Management Committee, or the Club; or
3. Verbal or written communications by members or visitors which could be considered to bring the Club into disrepute; or
4. Negative verbal or written communication directed at opponents' or partners' play or bidding; or
5. Constant and gratuitous lessons and analysis at the table which results in the disruption of play, impacts negatively on timekeeping, or disrupts the enjoyment of the game; or
6. Arguing with a Director's ruling.

## **What to do if the Code is breached**

In the event of any infringement of the Code of Conduct several options are available:

1. Members can bring the infringement to the attention of the Director of the Day during play. The Director has the authority to resolve the matter or refer it to the Management Committee for further action;
2. Members can report any breaches of the Code of Conduct to the Management Committee, which may deal with breaches of the Code under the Hervey Bay City Bridge Club Complaint, Grievance or Misconduct Policy;
3. Under the Constitution, the HBCBC Management Committee has the authority to investigate any breach and has the power to impose penalties.