



Policy Title:	Hervey Bay City Bridge Club Code of Conduct
Organisation Name:	Hervey Bay City Bridge Club Inc.
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1. Purpose —

The purpose of this policy is to ensure that Hervey Bay City Bridge Club provides a friendly, respectful, and enjoyable environment for all members, visitors, Directors, and volunteers. This policy outlines the behavioural standards expected within the Club and is consistent with the Australian Bridge Federation's Ethics and Etiquette Principles.

The policy is based on the principle that every person at the Club has both **rights** and **responsibilities**.

This Code applies to behaviour that is significant, repeated, or has a meaningful impact on the safety, enjoyment, or functioning of the Club. Minor disagreements, isolated misunderstandings, or trivial interpersonal issues are not considered breaches of this Code.

This policy relates to the Hervey Bay City Bridge Club Constitution (section *When membership ends, Appeal against rejection or termination of membership* and section *Grievance procedure*). Where the Code conflicts with the Constitution, the Constitution prevails.

2. Scope —

This Policy applies to:

- All members
- Visitors and guests
- Directors
- Volunteers
- Any person participating in Club activities, events, or competitions

3. Core Values —

All members of the Club agree to uphold the following values:

- **Respect** – Treat all players, Directors, and volunteers with courtesy
- **Integrity** – Play honestly and ethically at all times

- **Sportsmanship** – Accept outcomes gracefully and support a positive playing environment
- **Inclusiveness** – Welcome players of all backgrounds, ages, and skill levels
- **Community** – Contribute to a safe, supportive, and enjoyable Club atmosphere.

4. Behavioural Expectations —

4.1 Courtesy and Respect

Members must:

- Speak politely and calmly
- Avoid criticism of partner or opponents
- Show patience with new players and visitors
- Refrain from sarcasm, raised voices, or hostile behaviour
- Treat Directors with respect and follow their instructions.

4.2 Zero Tolerance for Unacceptable Behaviour

The Club will not tolerate behaviour that seriously impacts of the wellbeing of others, including:

- Rudeness, intimidation, or bullying
- Personal attacks or derogatory comments
- Aggressive or disruptive behaviour
- Swearing or abusive language
- Behaviour that embarrasses, threatens, or demeans others.

5. Ethical Play Requirements —

5.1 Honesty and Fairness

Players must:

- Follow the Laws of Duplicate Bridge
- Avoid any action that conveys unauthorised information
- Not use gestures, hesitations, tone, or mannerisms to influence partner
- Call the Director when required by the Laws.

5.2 System Disclosure

Players must:

- Fully disclose their system and agreements
- Alert and announce as required
- Ensure opponents have equal access to information.

6. Responsibilities at the Table —

Members must:

- Maintain a pleasant atmosphere at the table
- Avoid teaching or lecturing during play
- Refrain from post-mortems unless all players agree
- Keep play moving at a reasonable pace
- Respect the Director's rulings; appeals must follow proper procedures.

7. Responsibilities to the Club Community —

Members are expected to:

- Support a welcoming and inclusive environment
- Assist new players and visitors
- Respect Club property and equipment
- Follow Club rules, ABF regulations, and state association policies
- Represent the Club positively.

8. Complaints and Grievances —

- Concerns about behaviour should be raised respectfully with the Director or Committee
- All grievances will be handled under the Club's Grievances, Complaints and Termination Policy
- Members must not victimise or retaliate against anyone who raises a concern.

9. Consequences for Breaches —

Actions under this Code do not replace or override the internal grievance, complaint or termination policy. Outcomes for breaches of this Code may include:

- Verbal or written expectation notices or other administrative action
- Director penalties or removal from a session for a limited time
- Mediation
- Temporary restrictions on playing rights if required to manage safety or behaviour (not amounting to suspension or termination)
- Review of membership status in serious or repeated cases.

All actions will follow principles of fairness, natural justice, and confidentiality.

10. Commitment to the Code —

By joining or participating in the Hervey Bay City Bridge Club, all members and visitors agree to:

- Uphold this Code of Conduct; and
- Contribute to a respectful, ethical, and enjoyable bridge community.

11. Anti-weaponisation of the Code —

In line with the purpose of this Code to increase the positive interactions within the Club, the Code must not be used for personal, political or retaliatory purposes. This Code is not to be used as a tool for harassment, control or personal conflict.

Complaints may be rejected if they are frivolous, vexatious, misconceived, lacking substance or previously addressed. Where misuse is identified, the Club may:

- Reject the complaint without further investigation; and
- Issue an administrative warning to the complainant

12. Review of the Code —

This Code will be reviewed every five years, or sooner if there are changes in the Constitution of the Club.