

Noosa Bridge Club

Code of Conduct for Members and Visitors

Purpose

This Code of Conduct is designed to promote a welcoming, respectful, inclusive, safe and enjoyable environment for all members, visitors, guests, directors, volunteers, and staff of the bridge club. All participants are expected to uphold the values of courtesy, fairness, integrity, and good sportsmanship.

1. Respect and Courtesy

All members and visitors are expected to:

- Treat others with courtesy, dignity, and respect at all times.
- Welcome players of all skill levels and backgrounds.
- Use polite and appropriate language.
- Avoid behaviour that may intimidate, embarrass, bully, or harass others.
- Respect the decisions of directors, tournament officials, and committee members.

Unacceptable behaviour includes:

- Aggressive, abusive, discriminatory, or offensive language
- Personal criticism of partners, opponents, or officials
- Obstructing or preventing officials from performing their duties
- Actions that unduly or unreasonably destabilise or undermine the Management Committee or governance of the Club
- Persistent negative comments or disruptive conduct
- Malicious slander, gossiping or rumourmongering
- Harassment, bullying, or exclusion of any person
- Unwarranted, and/or unwelcome invasion of personal space
- Sexual harassment, including but not limited to
 - unwanted physical contact
 - explicit jokes / innuendo
 - other communication (including use of technology) of a sexual nature
 - leering and / or suggestive hand / facial gestures
 - sending / distribution of pornographic content

2. Unlawful activities

The Club has a zero tolerance policy towards activities that contravene State and Federal law. Such incidents occurring within the Club's premises or injurious to the Club in some manner, shall be subject to disciplinary procedures and review of membership. The Club reserves the right to refer matters to State and/or Federal authorities where required.

3. Etiquette at the Table

Players are expected to:

- Abide by the rules of the QBA and ABF
- Follow customs, ethics and etiquette of duplicate bridge
- Maintain a friendly and considerate attitude during play
- Refrain from criticising or instructing partners during or after a hand
- Avoid loud conversation or behaviour that may disturb other tables
- Keep mobile phones on silent or off and minimise distractions
- Play at a reasonable pace and be ready to begin rounds promptly

- Leave discussion of hands until all the boards at the table have been completed
- Welcome new players to your table

Players must not:

- Cheat or engage in unethical conduct
- Unduly disturb or approach other tables while play is progress
- Use unauthorised signalling or communication
- Discuss hands loudly where others may hear
- Consume excessive alcohol / illicit drugs or behave inappropriately under its influence
- Attempt to intimidate the opposition in any manner

4. Commitment to Good Sportsmanship

Bridge is a game of skill, partnership, and mutual respect

Members are encouraged to:

- Be gracious in both victory and defeat
- Encourage new and developing players
- Foster friendship and community through the game

5. Inclusiveness and Equity

The club is committed to providing an environment free from discrimination and harassment.

The club welcomes all participants regardless of:

- Age
- Gender
- Physical and/or cognitive ability
- Ethnic and/or cultural background
- Sexual orientation
- Religious or political affiliation
- Experience level

All members have the right to feel safe and included.

6. Responsibilities of Members

Members are expected to:

- Support the club's positive culture and reputation
- Comply with club rules, policies, and directions from officials, including Directors and Club Officers
- Assist in maintaining a pleasant playing environment
- Raise concerns respectfully and through appropriate channels
- Respect club property, equipment, and facilities and share communal supplies
- Contribute when feasible to maintaining a clean and tidy club house, especially the kitchen and playing tables

7. Directors and Officials

Club directors and officials shall:

- Apply the laws of bridge fairly and consistently
- Treat all players impartially and respectfully
- Address concerns and disputes professionally
- Take reasonable steps to ensure a safe and welcoming environment for members

6. Complaints and Disciplinary Procedures

Any member who experiences or witnesses inappropriate behaviour should report the matter to a Director, Management Committee member, or Chair of the Conduct & Ethics Subcommittee.

Complaints will be handled:

- Confidentially where appropriate
- Fairly and promptly
- In accordance with principles of natural justice

Members who are under investigation for a suspected breach of the Code are required to cooperate with the Conduct & Ethics Subcommittee and be open and honest when information is requested. Failure to do so may result in disciplinary action.

Further information regarding the handling of complaints can be found in the Complaint Management Procedure document.

7. Access and confidentiality of Information

Where appropriate, some documents produced by and for the Club, are required to be confidential. Where authorised to view and/or contribute to a document, members are obliged to maintain the integrity and security of the Club's confidential information. When dealing with personal information, members must comply with the Club's Privacy Policy and the Privacy Act 1988.

8. Breaches of the Code

Alleged breaches of the Code will be heard by the Management Committee. If a breach of the Code has been confirmed, the Management Committee may consider the breach a wilful action prejudicial to the interests of the Club and may review the offender's membership.

Breaches of this Code may result in:

- A verbal warning
- Written formal reprimand
- Suspension from club activities
- Termination of membership in serious or repeated cases

Complaints that are frivolous or contain information that is deliberately false or misleading will not be accepted and may result in disciplinary action against the complainant.

8. Acceptance

Participation in club activities constitutes acceptance of this Code of Conduct.

All members and visitors are expected to comply with its principles and requirements.