

Respect and Inclusion Policy

1. Purpose

The purpose of this policy is to ensure that Diggers Memorial Bowls Club Inc. provides a safe, welcoming, inclusive, and respectful environment for all members, visitors, volunteers, officials, and guests. Everyone has the right to enjoy bowls free from discrimination, harassment, bullying, or intimidation. This policy is in conjunction with Diggers Memorial Bowls Club Inc. By-Laws and Constitution.

2. Scope

This policy applies to:

- All club members
- Committee members and volunteers
- Coaches, officials, and umpires
- Visitors and guests
- All club activities, including games, competitions, training, meetings, social events, and online communications related to the club.

3. Our Commitment

The club is committed to:

- Treating everyone with dignity, courtesy, and fairness.
- Promoting good sportsmanship and enjoyment of the game.
- Valuing diversity and inclusion.

4. Expected Standards of Behaviour

All persons associated with the club are expected to:

- Act respectfully towards others at all times.
- Show good sportsmanship.
- Follow the rules of bowls and respect the decisions of umpires, officials, and committee members.
- Use appropriate language and behaviour, both on and off the green.
- Care for club facilities, equipment and property.

5. Unacceptable Behaviour

The following behaviours will not be tolerated:

- Bullying, harassment, or intimidation.
- Discrimination based on age, gender, race, disability, religion, sexual orientation, or any other characteristic.
- Verbal abuse, offensive language, or aggressive behaviour.
- Physical violence or threats of violence.
- Excessive alcohol consumption leading to inappropriate behaviour.

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A.B.N. 95 045 474 143

- Online abuse or inappropriate use of social media related to the club.
- Illegal gambling or betting on games or other unseemly conduct within the club's premises.

6. Complaints and Reporting

- Any person who feels they have been treated disrespectfully is encouraged to raise the matter as soon as possible.
- Complaints may be made informally or formally to a committee member, Club Secretary or Presidents.
- The committee member, Club Secretary or Presidents may request for the complaint to be made in writing (including date and signature of the complainant).
- All complaints will be taken seriously, handled confidentially where possible, and dealt with fairly and promptly in accordance with the By-Laws and under the provisions of Rule 10 of the constitution.

7. Breaches of This Policy

If this policy is breached, the club may take action in accordance with the club By-Laws and under the provisions of Rule 10 of the constitution, which may include:

- Informal discussion or mediation.
- Formal warning.
- Suspension from club activities.
- Termination of membership.
- If the person is a member of another club or is a visitor, other action may be taken in accordance with the club By-Laws.

8. Responsibility

All members share responsibility for upholding this Respect and Inclusion Policy and for contributing to a positive club culture. Committee members are responsible for promoting and enforcing the policy.

9. Review

This policy will be reviewed annually by the Club Committee or sooner if Club By-Laws or Constitution change, or if incidents occur outside of those included in this policy.