



EAST KILBRIDE SPORTS CLUB

Torrance House, Strathaven Road, East Kilbride G75 0QZ
Telephone: (01355) 236001



Code of Conduct

All members, guests and visitors shall:

1. Respect the rights of others to fully enjoy the Sports Club's facilities and services. This includes all visiting players, officials, referees and umpires.
2. Treat each other and Sports Club staff courteously and respectfully. Your behaviour must uphold the good name and reputation of the Club. Poor behaviour has an adverse impact on sponsors, visitors etc. We have a Zero Tolerance policy on abuse of Sports Club staff*. The Bar Management decision must be respected at the time of any disputes: if you have a complaint, use the appropriate channels.
3. Be free of harassment, bullying or abusive behaviour*.
4. Members have a duty of care over the health and safety of yourself and other members, visitors etc, particularly if you are running an event/function;
5. Bring a tolerant approach to membership and attendance at the Club. This includes awareness of the impact of your behaviour on others and a willingness to moderate your behaviour if requested. We need happy, smiling, sociable members!
6. No member or visitors to the club should use foul or inappropriate language. Be aware of the power of Social Media and the impact it can have. Do not use derogatory criticism towards the Club, its Staff, its Members or Committee: if you have a complaint, use the appropriate channels.
7. Recognise that all members or visitors are equal, with the same rights and responsibilities, whether members for 30 minutes or 30 years. No Racist, Sectarian or Sexist, comments will be tolerated at any time.
8. Respect the rules and policies of the Club. No one may bring alcohol/drinks in to the Sports Club without the prior agreement of the Bar Manager. Members should comply with any reasonable requests by the Bar Manager, Club Committee or Function organisers.
9. Where issues do arise, they are best dealt with informally if possible. If you find yourself involved in a complaint, either as the complainer, or as a witness or where your behaviour is under scrutiny, you must act responsibly. You must treat any dispute or disciplinary process as confidential. Once an issue has been dealt with, everyone should accept the conclusion and "move on". All issues raised must be delivered in writing to the Club Secretary. All incidents will be dealt with by the Committee. The President and/or the Vice President will instruct the secretary of all findings and next steps. Any appeals must be delivered in writing to the Secretary.
10. Any complaints should be submitted to the Bar Manager, Secretary or President of the Sports Club, preferably in writing.

* Harassment is any course of conduct from someone who either knows, or ought to know, that it will cause alarm or distress to the recipient, violating their dignity or creating an intimidating, hostile, degrading, humiliating or offensive environment for that individual. Bullying or abusive behaviour is any behaviour which is intended, or likely to cause, a person to feel uncomfortable e.g. offensive, intimidating, malicious or insulting behaviour, an abuse or misuse of power through means that undermine, humiliate, denigrate or injure the recipient.