



Karratha Country Club Inc. *Est. 1967*

PO Box 288 Karratha WA 6714

Telephone: 08 9185 1045

Email : manager@karrathacountryclub.com.au

ABN 76 507 391 186

Code of Conduct

1. Introduction

- (a) This Code of Conduct (**Code**) sets out the standards of behaviour expected of all members, guests, and visitors of the Karratha Country Club (the **Club**). The Code is designed to ensure a safe, respectful, and inclusive environment, and to protect the reputation and integrity of the Club and its community.
- (b) Access to this Club as a member is a privilege and acceptance of this Code is a condition of entry to Club premises and of ongoing membership. Members are required to sign and acknowledge any updated versions of the Code as a condition of continued membership.
- (c) By entering the Club's premises, you are deemed to have accepted to abide by this Code.
- (d) This Code should be read in conjunction with the Club's Constitution.

2. Scope and Application

This Code applies at all times when members, guests, and visitors are on Club premises or participating in Club-sanctioned activities, events, or functions, whether on or off-site, conducted by or on behalf of the Club.

3. Standards of Behaviour

3.1. General Conduct

- (a) Members must act with courtesy, integrity, and respect towards all persons, including other members, guests, visitors, employees, and volunteers.
- (b) Members must not engage in conduct that may bring the Club into disrepute or cause embarrassment or harm to others.

3.2. Unacceptable behaviours

The following behaviours are considered unacceptable and may result in disciplinary action:

- (a) Harassment, bullying, discrimination, or victimisation of any kind.
- (b) Verbal abuse, intimidation, or physical assault.
- (c) Vandalism, theft, or misuse of Club property.
- (d) Cheating, unsportsmanlike conduct, or deliberate disregard for rules during sporting activities.



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- (e) Breach of confidentiality.
- (f) Any conduct that endangers the safety or well-being of others.

3.3. Abuse, Harassment, and Intimidation

- (a) Abuse, harassment, intimidation, or bullying of any kind is strictly prohibited.
- (b) Prohibited conduct includes, but is not limited to:
 - (i) Speaking in a derogatory or unfounded manner about another member.
 - (ii) Shouting profanities or using offensive language.
 - (iii) Reckless, dangerous, or intimidating behaviour, including misuse of golf carts.
 - (iv) Causing property damage.
 - (v) Threats, demands, or behaviour intended to humiliate, intimidate, or coerce.
 - (vi) Repeated or prolonged staring at another person.
 - (vii) Any other behaviour that can be reasonably considered to harass or offend another person.

3.4. Facilitating breach

Inciting, encouraging, or assisting others to breach this Code is also a violation and the assisting party will be subject to the same disciplinary action as if they had performed the breaching act themselves.

3.5. Violence and Zero Tolerance

The Club maintains a zero-tolerance stance on violence. Any act of violence may result in immediate exclusion from the Club and its activities.

4. Grievances and Complaints

4.1. Raising Grievances

- (a) The Club relies on its members to self-regulate and resolve complaints between themselves where appropriate.
- (b) Where a grievance warrants intervention from, or review by, the Club, or is a complaint by a member against an employee, volunteer, or Board member, the member may raise the grievance or complaint in writing to the designated Club Dispute Management Officer at manager@karrathacountryclub.com.au
- (c) All complaints and grievances will be dealt with confidentially. The internal Dispute Resolution Policy applies.



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4.2. Participation in Resolution Mechanisms

Members are required to participate in all Club-initiated mechanisms to resolve grievances, including mediation or dispute resolution processes as outlined in the Club's Constitution and internal policies.

5. Breaches of this Code

- (a) All breaches of this Code are subject to review by the Disciplinary Board and may result in disciplinary action, including:
 - (i) Written breach notification;
 - (ii) Imposition of conditions on membership;
 - (iii) Expulsion from Club-sanctioned events;
 - (iv) Suspension of membership, including lifetime suspension in certain circumstances.
- (b) The Disciplinary Board must follow the internal Disciplinary Procedure when investigating a member for a potential breach or sanctioning a member for an actual breach.

6. Confidentiality and Privacy

- All complaints, disciplinary proceedings, and related correspondence are to be treated as confidential.
- Disclosure of confidential or legally privileged information is prohibited except as required by law or Club policy.
- All communications and documents marked confidential must be handled in accordance with privacy and confidentiality obligations.

7. Acknowledgement and Acceptance

- (a) Members must sign and acknowledge receipt of this Code and any subsequent amendments as a condition of ongoing membership.
- (b) Acceptance of the Code is deemed upon entry to Club premises or participation in Club activities.

8. Review and Amendment

This Code may be reviewed and amended by the Board from time to time. Members will be notified of any changes and required to acknowledge updated versions as a condition of continued membership.



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Contact Details

For any queries or to raise a grievance, please contact:

Karratha Country Club Board

Searipple Road, KARRATHA, WA 6714

manager@karrathacountryclub.com.au

08 9185 1045