

# Hatfield Lawn Tennis and Bowls Club Ltd

## Members Code of Conduct

### Introduction

This Code of Conduct outlines the principles that all members are required to uphold to ensure the Club fosters integrity, respect, and professionalism. By adhering to these guidelines, we create an environment that promotes trust, transparency, and collaboration among all members.

### 1. Integrity and Honesty

- **Transparency:** Members must act honestly and transparently in all dealings with other members, staff, guests and visitors.
- **Accountability:** Each member is responsible for their actions and decisions. If mistakes occur, members should own up to them, correct them, and learn from the experience.

### 2. Respect and Dignity

- **Inclusivity:** Members must treat all individuals with fairness, respect, and dignity, regardless of race, gender, age, disability, sexual orientation, religion, or any other characteristic.
- **Harassment-Free Environment:** The Club is committed to providing a harassment-free environment. Any form of bullying, discrimination, or inappropriate behaviour will not be tolerated.
- **Open-mindedness:** Encourage diversity of thought and welcome different perspectives, fostering a collaborative and respectful environment.

### 3. Professionalism

- Members must comply with all applicable internal policies and procedures.
- Members should avoid situations where personal interests may conflict with the interests of the Club.

### 4. Acknowledgment

- Members who breach this Code of Conduct may be subject to disciplinary actions, including suspension, or termination, depending on the severity of the breach.
- All members are required to sign an acknowledgment form confirming that they have read, understood, and agree to comply with this Code of Conduct.

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This policy is intended to help create a positive and professional working environment where all members feel respected, valued, and safe. By adhering to these principles, we collectively contribute to the success and integrity of the Club.