



## BALMY BEACH CLUB CODE OF CONDUCT

This Code of Conduct has been developed to ensure a safe, enjoyable, friendly and respectful place for all members, visitors and staff to gather in the spirit of relaxation, good will, fun and friendly competition. The Code of Conduct differs from the Club By-Laws in that it addresses acceptable/unacceptable behaviour.

1. The Balmy Beach Club expects staff, members, their guests, visitors and others while on the property, or representing the Club off-site, to behave in a manner that does not contravene the Code of Conduct, Club Bylaws or any policies that may be in place by the Club Sections and in a manner that is not injurious to the reputation and interests of the Balmy Beach Club.
2. Anyone using BBC facilities must, at all times, be respectful towards Club members, guests, volunteers, directors and employees.
3. A member is responsible for the conduct of their guests at all times
4. Anyone using BBC facilities must comply with our policy on Responsible Alcohol Service, keeping the best interests of the club in mind at all times
5. Failure to comply with the Balmy Beach Club's (herein referred to as BBC) Code of Conduct, or engaging in conduct that is injurious or detrimental to the Club, may face expulsion from the Club, sanctioning by the Board or legal action. This conduct may include, but shall not be limited to the following:
  - Financial delinquency in the payment of tabs or membership fees
  - Use of foul language on the premises
  - Aggressive, abusive and/or threatening communication with staff or other members
  - Acts of violence or attempted acts of violence towards members, guests or employees which causes or could cause physical harm
  - Harassment of any kind including, but not limited to, criminal harassment, bullying or sexual harassment of fellow members, guests or employees
  - Lewd or inappropriate behaviour including any acts deemed illegal
  - Slander, Defamation or Libellous mischief
  - Activities in contravention of the Liquor License Act and or any Permits in connect thereof
  - Inappropriate use of Club Property or Club equipment
  - Theft and/or wilful damage