

# **Sunshine Coast Contract Bridge Club Inc**

## **By-law Number 1**

### **Policy on Unacceptable Behaviour**

**Approved by Management Committee 9 April 2015**

**Updated 16 June 2015**

#### **Definition of Unacceptable Behaviour**

Unacceptable behaviour at the Sunshine Coast Bridge Club is:

- Any action which contravenes Law 74
- Any other action which, in the opinion of the Management Committee, a reasonable person would consider to be unacceptable.

The ABF document titled “Be a Good Sport” recommends a standard of behaviour which is desirable and which will be encouraged at the Sunshine Coast Bridge Club. However, a failure to comply with this standard does not necessarily constitute unacceptable behaviour.

#### **Procedure for dealing with Unacceptable Behaviour**

1. Any player who feels that another player has behaved unacceptably in a club session should call the Director. If the alleged behaviour is covered by the Laws of Bridge, the Director will make a ruling and all the players will accept the Director’s ruling. If the alleged behaviour is not something that can be dealt with under the Laws of Bridge, the Director may, at their discretion take one of the following actions:
  - a. Suggest that the parties attempt to resolve the issue among themselves
  - b. Ask the parties to meet with the Director at the end of the session to attempt to resolve the issue
  - c. Ask the allegedly aggrieved player to refer the matter to the club Recorder
  - d. Refer the matter to the club Recorder.If the Director is not satisfied that actions a) b) or c) have resulted in a satisfactory resolution, the Director must refer the matter to the club Recorder.
2. A Director may observe what appears to be unacceptable behaviour, and may decide to refer it to the Recorder without being called if the Director believes that the behaviour is sufficiently serious to warrant this action.
3. In the event that the Recorder is unavailable, the President will act as Recorder
4. On being notified of a possible breach of acceptable standards of behaviour, the Recorder will attempt to resolve the matter through mediation. If this attempt is unsuccessful, or if the Recorder believes that mediation is inappropriate in this case, the Recorder will refer the matter to the Management Committee
5. All behavioural issues referred to the Management Committee will be regarded as formal complaints. The President will form a Disciplinary Subcommittee to deal with

each complaint. The Disciplinary Subcommittee will consist of the President, the Games Director and at least two senior club members. The Recorder may also be invited to join the Disciplinary Subcommittee provided that he/she has had no prior involvement with the complaint under consideration.

- a. The Disciplinary Subcommittee will investigate the alleged unacceptable behaviour to determine whether it is proven to have occurred. During this investigation, all parties have a right to state their case, and all parties may be represented
- b. If the Disciplinary Subcommittee is satisfied that unacceptable behaviour has occurred, it will then recommend to the Management Committee what further action to take. Depending on the severity of the unacceptable behaviour, such actions may include:
  - i. Reprimands
  - ii. Warnings
  - iii. Suspensions
  - iv. In extreme cases, termination of membership of the Sunshine Coast Bridge Club in accordance with Clause 7 of the club's constitution
- c. All parties have the right to appeal the decision at a full meeting of the club.
- d. The QBA will be advised of any disciplinary action taken by the Management Committee by confidential letter

**Sunshine Coast Contract Bridge Club Inc**

**By-law Number 2**

**The Club Recorder**

**Approved by Management Committee 9 April 2015**

- The Recorder is an experienced bridge player appointed to the position by the Management Committee of the Sunshine Coast Contract Bridge Club.
- The Recorder's role is to consider issues relating to player behaviour referred by a session Director or by any club member. On referral of such an issue, the Recorder will informally and confidentially attempt to resolve the issue through advice to, and if necessary mediation between the member(s) involved.
- If the Recorder is unable to resolve an issue, he or she will make a formal written report to the Management Committee which will then assume responsibility for the resolution of the matter in accordance with By-law Number 1.
- The Recorder will maintain a confidential written record of referred incidents and actions taken to resolve them, which he or she will make available to the President of the Management Committee upon request.