

CODE OF CONDUCT

OVERVIEW

At THE QUEENSLAND SPORTING CLUB INC ("the Company") 'everyone's welcome'.

As such, the Company requires all patrons, members, employees and visitors to conduct themselves according to the highest standards of behaviour at all times. This includes, but is not necessarily limited to, full compliance with all legal obligations imposed by statute or any other source of law.

Our Code of Conduct sets out the standards of behaviour that must be met by all patrons, members, employees and visitors. Where these standards are not met, appropriate action will be taken. In cases where the breach involves serious misconduct, this may result in immediate removal from the Club, termination of membership in line with the Club Constitution or summary dismissal. In cases where a breach of the policy involves a breach of any law, then the relevant government authorities or the police may be notified.

OVERVIEW

The Company has adopted a zero-tolerance approach towards all forms of harassment, bullying and discrimination. This includes violence (or the threat of violence) towards patrons, members, employees and visitors.

The purpose of this policy is to make it clear what the Company expects from patrons, members, employees and visitors. This Code of Conduct will be displayed in the Club and made available to all patrons and visitors upon request. In addition, all members and employees are required to be familiar with and comply with the terms of this policy at all times. Failure to do so may result in action, including termination of membership or employment.

In so far as this policy imposes any obligations on the Company, those obligations are not contractual and do not give rise to any contractual rights. The Company may unilaterally introduce, vary, remove or replace this policy at any time.

STANDARDS OF CONDUCT

The standards expected of patrons, members, employees and visitors include:

- Compliance with all Company and workplace policies, procedures, rules, regulations and contracts;
- Compliance with all laws;
- Compliance with all reasonable and lawful instructions given by or on behalf of the Company;
- Refraining from any discriminatory, bullying or harassing behaviour, including language, at all times;
- To not use on the Club's premises, or come to work while affected by use of, prohibited drugs;

- To not discriminate on the basis of personal characteristics including (but not limited to) gender, sex, sexual orientation, race, disability, pregnancy, age or marital status;
- Reporting any conduct which is in breach of any of the above, or potentially in breach of any of the above, without delay.

OTHER POLICIES

Employees and members are encouraged to read this policy in conjunction with other relevant Company policies, including:

- Workplace Anti-Bullying & Anti-Harassment Policy;
- Equal Employment Opportunity and Anti-Discrimination Policy

COMMERCIAL-IN-CONFIDENCE

Document ID	14-3029-10	Document Title	CODE OF CONDUCT
Release date	6 June 2023	Review Date	5 June 2023