



SALE SPORTS CLUB

CODE OF CONDUCT FOR MEMBERS, VISITORS, GUESTS, HIRERS AND EMPLOYEES

Sale Sports Club is an inclusive club and welcomes members, visitors, guests, hirers and employees, irrespective of gender, race, religion, beliefs, abilities and disabilities, gender identity and sexual orientation. In addition, the club has a **zero-tolerance** approach towards racism and all forms of discrimination and abuse.

The vast majority of people who come to the club are sociable and thoughtful of others and there is a lively and pleasant atmosphere. However, we feel it important to stress a number of matters in order that everyone is clear about the club's standards and our **mutual expectations** about behaviours.

We ask everyone to be particularly thoughtful about the **use of language** which might be offensive to individuals or groups by being foul, racist, homophobic, sexist or failing to take into account the inclusive nature of the club or the sensitivities, for example, of religious and ethnic groups.

We ask everyone to be **respectful** towards each other and to **moderate behaviours and language** in such a way as to make everyone else feel comfortable, bearing in mind that there are often **children** on the premises and there may be people of **differing sensibilities**.

We also ask everyone to **respect the property and furnishings and fittings** of the club. Malicious damage to club property will not be accepted and the cost of repair or replacement will be charged to the person who did the damage.

The club will regard any form of **violence, abuse, intimidation and harassment** whether physical or verbal – as a breach of the code of conduct and it will act appropriately using the relevant disciplinary or safeguarding procedure. The club will not hesitate to report a serious incident to the police or to refuse further entry to the club to hirers who breach the code.

The handling or consumption of **illegal substances** on the club premises and grounds are forbidden. This particularly refers to the handling, dealing or consumption of drugs as specified by the Misuse of Drugs Act 1971 (category A, B and C.) The club will also not accept the handling or use of Nitrous Oxide and reserves the right at any time to ban the use of any other substances not covered by the legislation but causing concern by misuse.

The club will use its power to set up a **disciplinary committee to investigate any complaint** relating to any alleged misconduct or breach of the spirit of this code and to take action should the complaint be upheld.

Please see the **club's complaints policy on the club website**.

The club will follow the principles and processes set down in its discipline and grievance policies which can be seen on the club website.

Several of our **sporting sections** have their own codes of conduct and members who play sport should also refer to those codes which stress the need for sportsmanship and mutual respect both during and after play.

Reviewed October 2020