



Code of Conduct

Last updated: August 2025

Overview

The purpose of this Code of Conduct is to foster a high standard of both social and ethical behaviour at Orewa Bridge Club (OBC), in addition to and without limiting the requirements of conduct and etiquette as per Law 74. This Code of Conduct is a summary of our principles, providing guidance on the behaviours expected of all people when interacting in any way at our Club. It provides the base line for acceptable behaviour whether acting in person, in writing, or via any form of digital interaction. It applies in respect of any member, committee member, visitor, employee, or contractor. This document underpins the definitions of misconduct articulated in the Orewa Bridge Club Constitution.

General Principles & Expectations:

- Show respect for yourself and all others whilst at the Club, or elsewhere, in respect of Club matters.
- Prioritise safety and well-being, both during and outside of play, and follow all health and safety guidelines.
- Act with honesty and integrity, both in your actions and your interactions with others.
- Respect the privacy and confidentiality of Club information and members.
- Always maintain a professional demeanour, a positive attitude and exhibit good sportsmanship.
- Respect Club property and facilities.
- Be mindful of your online behaviour and avoid posting / sending anything that could be harmful or damaging to the club, members, and committee members. Always adhere to our social media Policy.
- Follow the rules and regulations of the Club and all Bridge Laws.
 - Respect the decisions of directors and officials.
 - Do not engage in cheating, falsifying information during the auction, or any other form of unfair play.

Inappropriate Behaviour:

Orewa Bridge Club operates a zero tolerance policy on inappropriate behaviour that spoils the enjoyment of Bridge for its members. This includes:

- Harassment: Unwelcome behaviour that intimidates, offends, or humiliates a person. Such behaviour is unsolicited and may occur repeatedly.
- Badgering: To question, criticise or pester someone repeatedly, whether the matter is of importance or not, and irrespective of the purpose of the action.
- Bullying: Abusive and offensive behaviour. This may involve inappropriate physical behaviour.
- Aggression and violence directed at others.
- Inappropriate behaviour arising from the consumption of alcohol or illicit drugs.
- Unjustified criticism or complaints, including petty complaints.
- Abusive, insulting / offensive language / comments whether in person / writing / email / any on-line platform.
- Making gratuitous comments during the auction and play.
- Vilification of a club member, such as by repeated and serious verbal remarks about their sexuality, race or religion, or spreading malicious rumours or gossip about a club member
- Disturbance of the peace during sessions / meetings or at any time in the clubrooms
- Any behaviour that brings OBC into disrepute

What happens if there is an apparent breach of this code

OBC expects everyone to play an active role in ensuring the club environment is safe and welcoming and encourage all to speak up if they experience or see behaviour that breaches, or is inconsistent with, this Code. The Club will support people who do that. If members have a concern with an apparent breach they may raise it with a committee member, or a formal complaint may be made directly to the Secretary / President. The committee on its own motion may investigate an apparent breach of this Code of Conduct as it sees fit. Any investigation by the committee shall be addressed via the Complaints Procedure.

Bullying and derogatory comments about members are not acceptable – EVER. If you see it happening or experience this yourself, please report it to a committee member.

Members

Members agree that they will:

1. Assist the Club develop and maintain a friendly, harmonious, and sociable culture which supports enjoyable experiences by treating all people associated with the Club, including other members and staff, with respect and courtesy.
2. Respect members' rights to seek clarifications from the Director.
3. Turn off / silence Mobile telephones unless permission is obtained from the Director (emergencies only).
4. To the best of their abilities, consistently comply with the Laws of Duplicate Bridge 2017 (as amended).
5. Comply with Law 74 of The Laws of Duplicate Bridge – Conduct and Etiquette.
6. Behave ethically and act with competitive integrity. This includes refraining from:
 - a. Bullying, harassing, arguing with, or berating partners or opponents.
 - b. Rude or discourteous communication with the Director.
 - c. Making unwelcome sexual conduct or request for sexual favours.
 - d. Socially inappropriate physical contact with players.
7. Note: A member's behaviour may be considered misconduct or unethical conduct where it is established there is a pattern of behaviour including consistent refusal or failure to comply with the Laws of Duplicate Bridge.
8. Always Have the best interests of the Club and its members in mind.
Comply with the requirements of the Constitution and any codes / policies of the Club.
9. Where possible and practicable, support / participate in Orewa Bridge Club social / volunteer / junior play activities in our efforts to include and welcome our newer and more junior members.

Committee Members

Committee members and appointees agree that they will:

1. Uphold the Constitution, Codes and Bylaws of the Club.
2. Comply with the Incorporated Societies Act 2022 and any associated Acts and laws.
3. Declare any material personal interests. Draw attention to any actual or potential conflicts of interest that may arise in discussions.
4. Always have the best interests of the Club and its members in mind.
5. Act in good faith and with due care, diligence, and integrity.
6. Treat all people associated with the Club, including other committee members, members, and staff, with respect and courtesy.
7. Promote a culture of fair and ethical behaviour.
8. Look for opportunities for improved performance of the Club operations and committee functions.
9. Strive to attend all meetings, sending apologies to the President or Secretary for necessary absences.
10. Prepare for meetings by reading the agenda and any papers.
11. Arrive at meetings on time. Turn off mobile phones when the meeting is called to order. Stay until the end of meetings unless they have an unavoidable prior commitment.
12. Contribute positively to the discussions. Try to be concise.
13. Listen to what others have to say and keep an open mind.
14. Avoid side conversations.
15. Work actively to seek constructive solutions. Find compromises and consensus.
16. Ensure that any information that is obtained from OBC is not used for personal gain.
17. Ensure that discussion about OBC that is deemed 'in Committee' is confidential to the members of the Committee unless authorised to speak on these matters by the Committee or President to do so.
18. Respect decisions of the Committee regardless of personal views and support those decisions even where their opinions differ.
19. Fulfil any responsibilities assigned to them at meetings and be prepared to report back on progress at the next meeting.
20. Not make public comments about OBC unless authorised by the Committee or President to do so.