

Cottesloe Tennis Club
Code of Behavior

Part 1 – Purpose

Cottesloe Tennis Club is committed to a friendly, safe and inclusive atmosphere for all participants and spectators enjoying the tennis and social amenities of the club. In order to support the desired atmosphere, the Committee has developed this code of behavior for all players, members and visitors to the Club.

The Club is subject to Tennis Australia and Tennis West policies, and members should refer to the Tennis Australia Member Protection Policy [February 2019] which applies to every person at our Club, including players, staff, contractors and visitors. The Member Protection Policy contains detailed information and processes regarding protection of participants in tennis from illegal and unwanted behavior and sanctions that may be applied to those that breach the Policy.

Link to Member Protection Policy:

<https://www.tennis.com.au/wpcontent/uploads/2020/07/TA-Member-Protection-Policy-2019-v2-1.pdf>.

This Code of Behavior seeks to complement the Member Protection Policy by identifying the positive behaviors to be expected at the Club and those that will not be tolerated. It describes a process to manage violations of behavior standards, and to deal with incidents consistently and fairly where they are not the subject of a formal complaint process under the Member Protection Policy.

Players involved in Tennis Australia sanctioned tournaments and competitions should refer also to the Tennis Australia National Code of Behavior for Tournaments and Competitions.

Part 2 – Expected Behaviors

Above all, Cottesloe Tennis Club will not tolerate any form of abuse, harassment, unlawful discrimination, vilification, victimisation, indecency or violence against any other person by any Member, visitor or official of the Club. We will take special care to protect the interests of children under the age of 18.

What you must do when playing or observing tennis at the Club, or participating in related social activities:

- (a) Respect the rights, dignity and worth of others.
- (b) Act with honesty and integrity.
- (c) Respect the law and act in accordance with it.
- (d) Respect the role of any employees or volunteers who assist in providing the play of tennis and auxiliary social functions.
- (e) Leave the courts and the clubhouse as we would hope to find them. If you are the last to leave the Club ensure that the doors to the clubhouse are locked.

- (f) Welcome guests and new members and visiting players to the Club regardless of their experience of the game and their level of play

Every Member must observe the following basic etiquette when playing tennis at the Club:

- (a) Wear clean attire suitable to the play of tennis.
- (b) Avoid disputes over line calls. When in doubt, give the benefit of the doubt to your opponent.
- (c) 'Out' or 'Fault' calls should be made promptly after the ball has bounced and loud enough for the opponents to hear.
- (d) To avoid controversy over the score, the server should announce the game score before the start of each game and the point score before each serve, loud enough for the opponents to hear.
- (e) Where possible a player should not return the first service if it is an obvious fault. Let it go by or ground it.
- (f) Where a ball interrupts play, either by bouncing onto the court or creating a visible interference behind the court, the point should be replayed. This should be called in a timely manner.
- (g) Avoid entering or walking behind a court while a game is in progress. Wait until a suitable break in play.

What you must NOT do when at the Club, whether playing or watching tennis or engaging in social activities:

- (a) Do not consume alcohol outside of the designated license area, and do not become unduly intoxicated while on the Club grounds.
- (b) Do not use obscene language or make obscene gestures.
- (c) Do not abuse the ball by violently hitting, kicking or throwing a tennis ball except in the reasonable pursuit of the point. This includes hitting the ball outside of the court enclosure or hitting a ball with negligent disregard of the consequences.
- (d) Do not abuse racquets or equipment, including striking the court surface, the net or other fixtures, or the intentional and reckless throwing of a racquet.
- (e) Do not at any time directly or indirectly verbally abuse an opponent, spectator or other person within the Club. Verbal abuse includes a statement about an opponent, spectator or other person that implies dishonesty or is derogatory, insulting or otherwise abusive.
- (f) Do not at any time physically abuse any opponent, spectator or other person. Physical abuse is the unauthorized touching of another person.
- (g) Do not engage in harassment, which is any unwelcome or unsolicited behavior which is intimidating, humiliating, offensive, belittling or threatening to another person. This can be express or implied and includes conduct on social media.
- (h) Do not engage in sexual harassment, which is any unwelcome sexual advance or unwelcome actions or statements of a sexual nature.
- (i) Do not cause a disruption to a competition or a match in progress.
- (j) Do not provide inappropriate instructions, comments or direction to a player on the court.

Part 3 – Violations of Behavioral Standards

We are confident that the vast majority of our players, members, visitors and spectators will behave in a manner consistent with this Code of Behavior. A breach or breaches of this Code of Behavior may attract a response from the Club depending on the circumstances, the severity and the frequency of the behavior.

(a) Verbal Complaint & verbal warning

If a Club official becomes aware of a breach of this Code of Behavior, either through direct observation or through a verbal complaint, the Club official is empowered and expected to provide a verbal warning to the person involved. A Club official could be a Member of the Committee, the Captain, a Coach, a Tennis West Official, a Pennants Team Captain, a Pennants Coordinator, the Groundskeeper or any other person considered to have the Club's authority.

(b) Written Complaint

Where a Club Official has not been able to resolve a breach of this Code "on the spot", then the person observing or experiencing the behavior is encouraged to make a written complaint within ten (10) days of the incident. A complaint can be made to the President, the Captain or the Secretary (secretary@cottesloetennis.com.au).

If the President determines that:

- i) the behavior or incidents complained of are defined as a Category A "serious complaint" in the Tennis Australia Member Protection Policy;
- or
- ii) in the case of any other complaint, the complainant wishes to make a formal complaint under the Member Protection Policy regarding the behavior

the Club will proceed to manage the complaint in accordance with that Policy.

If the complainant wishes the complaint to be dealt with under this Code of Behavior, then, at the discretion of the President, the complaint will be considered by either a Director, a Subcommittee or the entire Committee, depending upon the severity of the incident. The responsible person or committee will gather the necessary facts, speak to the people involved and any witnesses to the behavior, and seek to mediate a resolution satisfactory to the complainant.

If a satisfactory resolution is not found, the responsible person or committee may recommend that the person found to have breached the policy be issued with a written warning.

c) Penalties

- i) Written warning

A written warning will be issued in case of a serious, willful or repetitive breach of the Code of Behavior. We expect the behavior to be corrected after this written warning. If the behavior is not corrected, then in the event of a visitor, the Committee may bar the visitor from future entry. If a Member is unwilling to correct his or her behavior, then the Committee may at their discretion implement:

ii) Member Suspension or Expulsion

The Club Constitution provides a process for Suspension or Expulsion of any Member whose conduct or behavior is detrimental to the interests of the Club. In extreme cases, the Committee will follow that process to its conclusion.

Approved by Management Committee, Cottesloe Tennis Club, 14 June 2021