



<b>Organization:</b> Cougars Weightlifting Club	<b>Reference Number:</b> 1.01
<b>Subject:</b> Code of Conduct	<b>Issue Date:</b> April 2024
	<b>Pages:</b> 2

## Purpose

The Code is intended to safeguard the positive training environment at the Club and to ensure that all members feel comfortable when training at the club and interacting with other members on social media (relating to weightlifting and the club).

## Scope

This policy applies to all Cougars Weightlifting Club members.

## Policy

### 1.01 Code of Conduct

#### 1.1 Definitions

The following definitions apply for the purposes of this Code:

**Code** means the Cougars Weightlifting Club Code of Conduct, encapsulated within this document.

**Club** refers to the physical premises of Cougars Weightlifting Club, located at the Sleeman Sports Complex (Under the Velodrome), Corner of Old Cleveland Road and Tilley Rd, Chandler QLD 4155.

**Committee** means the Cougars Weightlifting Club Management Committee, as it is constituted at the relevant time within the meaning of the Cougars Weightlifting Club Constitution.

**Committee Member** means the President, Vice President, Treasurer, Secretary or any ordinary member of the Committee.

**Grievance** means any type of problem, concern, dispute or complaint relating to a potential breach of section 3 or 4 of this Code.

**Member** means any life member, coach and/or any fee-paying member of Cougars Weightlifting Club, including individuals who pay fees on a monthly basis and individuals who have paid a one-off, 'drop in' fee.

**Social Media** means the ordinary definition of that term, including media such as Facebook, Instagram, YouTube, LinkedIn, Twitter, Wikipedia, podcasts etc.



## 1.2 Club Standards

1.2.1 Members must ensure that their conduct complies with the following standards while training in the Club, interacting with other Members and/or competing coaching or officiating at weightlifting events;

- a) Be respectful towards other Members.
- b) Be fair, considerate and polite in dealing with other Members.
- c) Do not harass, threaten, intimidate, or bully other Members.
- d) Refrain from any behaviour that may bring Cougars Weightlifting Club into disrepute.
- e) Refrain from any behaviour that may detract from the positive training environment at the Club and/or negatively impact another member's training.
- f) Be a positive role model.

## 1.3 Social Media standards

1.3.1 Members must comply with the Club standards outlined in section 3 of this Code when interacting with other Members on Social Media in relation to weightlifting or the club and/or representing the Club on Social Media.

1.3.2 When using Social Media, a Member must not:

- a) Make posts that are abusive, threatening or deemed to be bullying in relation to any other Member.
- b) Abuse or harass other Members.
- c) Impersonate or falsely represent any other Member.
- d) Post inaccurate or misleading or deceptive content in relation to Cougars Weightlifting Club.
- e) Make defamatory comments in relation to other Members of Cougars Weightlifting Club.

## 1.4 Grievances

1.4.1 Lodging a grievance

- a) Any Member may lodge a Grievance.
- b) Members may lodge Grievances by communicating them to a Cougars Weightlifting Club Committee Member in writing.
- c) Members must communicate the following matters when lodging a Grievance:
  - (1) A description of the incident(s) or behavior in question;
  - (2) The time and date of the incident(s), if applicable; and
  - (3) The names of any witness, if applicable.
- d) The grievance procedure is further detailed under Policy 2.00 - Grievances