



Members Code of Conduct

Diggers Services Club Ltd

Reviewed: July 2026

1 Definitions

Unless otherwise defined, capitalised terms take their meaning from the Constitution of Diggers Services Club Ltd, and in this document:

Term	Definition
Duty Manager	means the Approved Manager on duty from time to time.
Code	means this Code of Conduct.
Member Policies	means the document containing the policies relevant to members of the Club available on the Club's website.
Employee Policies	means the document containing the policies relevant to employees of the Club.
Club Policies	means the policies in the Member Policies and Employee Policies.

2 Club opening times

The Premises will be open to Members for the time set down by the Board and in accordance with the provisions of the Liquor Act.

3 Club property

A Member will not deface, damage or soil any property of the Club. Any Member who causes loss or damage of any kind to any article or property of the Club will pay a sum for the cleaning, restoration or repair of the article or property, as assessed by the Board.

4 Dogs and animals

A Member will not bring any animal, bird or reptile into the Premises other than in accordance with a Member's rights under the *Guide, Hearing and Assistance Dogs Act 2009* to bring a certified guide, hearing or assistance dog into the Premises.

5 Reprimand Club employees - complaints

A Member will not reprimand any employee of the Club. If a Member has a grievance about an employee of the Club, then the Member must lodge with a member of the Executive or the Secretary a written complaint. A Member's grievances regarding an employee will be dealt with by an Executive, the Secretary or a delegate in accordance with the law.



6 Club not to be used for business

A Member will not give the address of the Club in any advertisement or use the Club for business purposes.

7 Open discussion

Party politics and religious questions of every kind are excluded from open discussion in the Club.

8 Tickets, subscriptions, lists, raffles

No ticket for an entertainment or otherwise will be sold, no article will be exposed for sale and no subscription list or raffle will be canvassed or permitted in the Club without the consent of the Board.

9 Members not to enter certain places

Members may not enter any offices, storerooms, kitchens or enter any workstations or staff areas without authority.

10 Conduct of Members

10.1 Members, guests and visitors will at all times, while in the Premises, conduct themselves in an orderly and courteous manner and will not interfere with the comfort of other Members and will abide by the directions of the Duty Manager or Secretary. Insobriety or disorderly conduct will be dealt with under the Liquor Act and in accordance with Member Policies.

10.2 Any person who engages in violent or threatening behaviour—whether verbal or physical—towards any individual will be required to leave the premises immediately. The Police will be contacted in such circumstances. This behaviour will result in an automatic indefinite ban from the Club.

Violent or threatening behaviour includes, but is not limited to: Physical assault, Unwanted physical contact, threats to harm or kill another person, threats or actions directed towards property.

Persons wishing to appeal a ban must submit a written appeal to the Secretary. The final decision regarding the appeal will be made by the Board.

10.3 Any person found to be engaging in criminal activity, including but not limited to theft (including theft of promotional points and or Gaming Machines credits), the supply or use of illicit drugs, or domestic violence, will be required to leave the premises immediately. The Police will be contacted in such circumstances. Such actions will result in an automatic indefinite ban from the Club. Persons wishing to appeal a ban must submit a written appeal to the Secretary. The final decision regarding the appeal will be made by the Board. Members, guests and visitors will at all times, while in the Premises, conduct themselves in an orderly and courteous manner and will not interfere with the comfort of other Members and will abide by the directions of the Duty Manager or Secretary. Insobriety or disorderly conduct will be dealt with under the Liquor Act and in accordance with Member Policies.



10.4 Sexual Harassment and Respectful Behaviour

(a) The Club is committed to providing a safe, respectful and inclusive environment for all Members, guests, visitors, volunteers, contractors and employees.

(b) Sexual harassment, sex-based harassment and other unwelcome conduct of a sexual nature will not be tolerated under any circumstances.

(c) Members, guests and visitors must treat all employees and other patrons with dignity and respect. Behaviour that makes another person feel intimidated, humiliated, offended or unsafe is unacceptable.

(d) Prohibited conduct includes, but is not limited to:

- unwelcome sexual advances or requests for dates or sexual favours;
- repeated or unwanted flirting after it is clear the attention is not welcome;
- comments about a person's body, appearance, clothing or private life that are unwelcome;
- sexually suggestive comments, jokes, innuendo or gestures;
- staring, leering or other behaviour of a sexual nature that is unwelcome;
- unwelcome physical contact, including touching, hugging or kissing;
- displaying or sharing sexually explicit or offensive material; and
- any other conduct that may constitute sexual harassment or sex-based harassment under applicable law.

(e) Members, guests and visitors must immediately comply with any reasonable direction from the Duty Manager or Secretary regarding inappropriate behaviour.

(f) Any person who engages in conduct contrary to this clause may be directed to leave the Premises immediately. Depending on the seriousness of the conduct, the Club may suspend or terminate membership, impose an indefinite ban from the Club, and where appropriate, refer the matter to Police or another relevant authority.

11 Dress

A reasonable standard of dress is expected from Members and guests. Dress rules are set down by the Board and are available from the reception of the Premises. Any Member who requires an exemption from dress rules (e.g. on religious or medical grounds) must apply to the Secretary.

12 Lending or borrowing

No Director or staff member may lend or borrow money from a Member in the Club. No Member may ask another Member for money.



13 Theft or damage

The Club will not be responsible for the loss of, or theft or damage to any article, property or motor vehicle left on Club property.

14 Guests

- (a) Guests will not enter the Club unless accompanied by a Member or a member of a Reciprocal Club and must, where required by the Liquor Act sign in as a visitor. The Member introducing a guest will be responsible for the acts and debts of their guest(s). A guest(s) must not remain on the Premises without the accompanying Member.
- (b) Any person who has been rejected as a candidate for membership, or who has been expelled from the Club, or whose name has been erased from the Register for non-payment of subscriptions, or any other reason will not be eligible to be admitted as a visitor.

15 Constitution, Code and Club Policies

- (a) All employees and Members will abide by the Constitution, this Code, and all applicable Club Policies.
- (b) All employees and Members are entitled to one hard copy of the Constitution, Code and each of the applicable Club Policies. Additional hard copies may incur a fee determined by the Board.
- (c) Hard copies of the Constitution and Club Policies are available at reception of the Premises, and digital copies are available online at [Diggers Services Club](#)
- (d) Club Policies (including this Code) may change from time to time and it is the responsibility of Members and their guests to review relevant Club Policies as updated.

16 Payment of charges incurred

Every Member will pay all charges incurred by them on their account and charges incurred by their guest with their knowledge.

17 Children on Premises

- (a) Children must be under the strict control of their parents or guardian at all times. The parents or guardians of children are fully responsible for their actions at all times.
- (b) Children must remain seated at all times and abide by the dress rules.
- (c) Children are permitted only in designated areas up until 9.00pm or later at the discretion of the Duty Manager.
- (d) Parents or guardians of children using the playground will abide by Playground Policy displayed.
- (e) No person under the age of 18 years is allowed in the Gaming room at any time.



- (f) Persons under the age of 18 who are employees of the Club are exempt from this rule whilst carrying out their duties as employees.

18 Home supplies

Take-away liquor supplies may be purchased Members, their guests and visitors to the Club, in accordance with the Liquor Act.

19 Food and alcohol consumption

- (a) No person may bring food to Club for consumption on the Premises unless they have written permission from the Secretary. Staff are exempt from this rule.
- (b) No person may bring alcohol to the Club for consumption on the Premises.
- (c) Drinking in the foyer of the Premises is prohibited. Opened or dispensed drinks may not be carried through the foyer at any time.

20 Meeting of Members

Subject to the Corporations Act, meetings of any Members are not to be arranged by any Member without permission of the Secretary or Board.

21 Representatives of the Club

Members attending functions, sporting activities, other events or visiting a Reciprocal Club on behalf of the Club are deemed to be representing the Club and are subject to the constitution and Code as if the Member was at that time on the Premises.

22 Member to Member grievance

If a Member has a grievance with another Member concerning the legitimate interests of the Club, the Member must follow the Grievance Handling Process in the Grievance Policy.

23 Termination or resignation of Membership

In accordance with rule 5.10 of the Constitution a Member cease to be a Member if they resign (by written notice to the Club), fail to pay their membership fee within three months of the due date, die, are no longer permitted to hold membership under the Liquor Act, no longer satisfy the qualifications to be a Member, or are terminated by the Board for breaching this Code.

24 Former staff

Any member of staff who has been dismissed or has their employment terminated for reasons of misconduct will not be permitted entry to the Premises nor continue to hold membership.