



REDLANDS MODERN COUNTRY MUSIC CLUB Inc.

CODE OF CONDUCT

We, the Management Committee and the members of the Redlands Modern Country Music Club Inc. (RMCMC) jointly and individually commit to the following Principles:

1. To work together, enjoying participation, consultation, co-operation, and creativity, in line with the Club's aims and objectives as outlined in the Constitution.

2. To be inclusive: we celebrate that all our members have something unique to contribute and we value their beliefs, knowledge and experiences irrespective of race, religion, colour, age, gender, creed, or musical and artistic tastes

3. To represent the RMCMC in a friendly and courteous way, promoting the Club and country music to all external parties. When in public on RMCMC business, we aim to be friendly and courteous and avoid any actions that could bring the Club into disrepute.

4. To give assistance and support to our fellow members: we acknowledge differences in skills and experience exist and offer whatever advice, assistance and support we can to fellow members as and when they request it.

5. To be open and tolerant: we encourage lively exchange of ideas and opinions on issues of interest and benefit to our country music community. We aim to concentrate on facts and truth and to listen with tolerance and forbearance when different opinions are expressed.

6. To resolve disputes: when complaints or disputes arise, we will be open about the processes for resolution and we will use these processes when necessary.

- Grievances, complaints and disputes by a member(s) against treatment by a fellow member(s) should be reported (preferably in writing) to a member of the Management Committee who will in turn ensure that the Management Committee collectively and effectively deals with the matter.
- The Management Committee shall thoroughly investigate the reported matter in a timely, fair and confidential manner and determine a suitable resolution. Such resolution may include appropriate sanctions as determined by the Management Committee.
- In matters that the Management Committee determines to be more serious, suspension or termination of membership as a sanction may be invoked by the Management Committee on the party or parties deemed to have breached the RMCMC Constitution and/or its Code of Conduct.

7. To focus on safety: A safe environment for our members, guests and performers is our shared responsibility, and to help ensure a safe environment we each will promptly notify a member of the Management Committee of any perceived risk factors that arise, and accidents or near-misses that occur in connection with the Club's activities. We will also be generally forthcoming in offering to the Management Committee constructive suggestions on ways in which safety may be improved.

8. To aim for a high standard in communication: our magazine, website and other media such as membership leaflets and brochures will aim for best practice in terms of journalism and reflect our ethical values.

9. Change and evolution: our Management Committee will be open to suggestions from its members and undertakes to give each written suggestion for the Club's improvement a fair hearing and feedback.

10. Supervision of Children: While the club endeavours to provide a safe environment for members and visitors, parents/guardians are responsible for supervision of their children while attending the clubhouse or participating in club sponsored activities. Should the club designate a representative to tutor children in a situation where parental supervision is not provided, this person must hold a current Blue Card.