



Lions Club of Torquay Inc.

Code of Conduct

This policy reinforces the Code of Conduct published under the Constitution of Multiple District 201 of Lions Clubs International, which binds all Australian Lions Clubs and their members.

Each person in or connected with our Club, and each member of the community who interacts with us, can expect every person associated with our Club to:

- Treat all people with consideration, respect and dignity.
- Promote an environment which is:
 - free from harassment, bullying and intimidation.
 - inclusive and without discrimination - including in relation to gender, age, marital or family status, race, religion, sexual orientation or gender identity.
- Use language which is respectful to each other and to members of the community.
- Take special care in our dealings with children and vulnerable adults.
- Conduct ourselves with professionalism and integrity.
- Observe fairness and equity in our dealings.

The Code of Conduct applies to Lions, Friends of Lions and any others volunteering with us under the Torquay Lions name. The Code and this Policy reinforce the Lions Clubs International Purposes and Ethics which together promote a culture of humanity, voluntary service, non-political behaviour, neutrality, independence, unity and universality.

The code supplements our legal obligations under Australian law including in areas such as Occupational Health and Safety, equal opportunity, discrimination, bullying, harassment, and privacy.

Consequential matters:

1. This Policy and a link to the MD201 Code of Conduct will be published on our Club website so it is publicly available, and will be made available to:
 - current Lions and Friends of Lions.
 - new Lions and Friends of Lions as part of the induction / on boarding process.
2. Where any person considers they have experienced conduct that does not accord with this Policy and Code of Conduct:
 - Where possible, the matter should be raised directly, calmly and respectfully with the other person, who should respond in the same manner.
 - Where the concern is not resolved informally and quickly, the matter may be raised with the President or with another member of the Board. This should be done privately in the first instance.
 - If the concern/complaint is not resolved reasonably quickly by agreement, the matter should be raised with the full Board which will consider the matter consistently with the dispute resolution and disciplinary provisions of the Club Rules.

Adopted by Resolution of the Club on [date].

K Farrow. Secretary.