



MELBOURNE UNIVERSITY

— TENNIS CLUB —

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MELBOURNE UNIVERSITY TENNIS CLUB (MUTC)

# CODE OF CONDUCT AGREEMENT

**Issued By:**

*Melbourne University Tennis Club*

**In Affiliation With:**

*Melbourne University Sport*

*The University of Melbourne*

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**Prepared By:**

*Melbourne University Tennis Club Committee*

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*This document establishes the standards of conduct expected of all individuals associated with the Melbourne University Tennis Club. Compliance with this Code is a condition of participation in all Club activities.*

*This Code of Conduct is developed in alignment with, and is subordinate to, the policies and standards set out by Melbourne University Sport, including the Melbourne University Sport Code of Conduct. In the event of any inconsistency, the Melbourne University Sport Code of Conduct and the policies of The University of Melbourne shall prevail.*

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# MELBOURNE UNIVERSITY TENNIS CLUB (MUTC)

## CODE OF CONDUCT AGREEMENT

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### PART I – PRELIMINARY

#### 1. SHORT TITLE

1.1 This document shall be formally known and may be cited as the *Melbourne University Tennis Club Code of Conduct* (hereinafter referred to as “the Agreement”).

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#### 2. COMMENCEMENT

2.1 This Agreement comes into effect on and from 29 August 2012. It shall remain in force unless amended, repealed, or replaced by the Club. Any amendments made from time to time shall take effect as determined by the Committee.

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#### 3. PARTIES AND APPLICATION

3.1 This Agreement applies to all individuals associated with the Club, including but not limited to:

- (a) all registered members of the Club, regardless of membership category;
- (b) any individual participating in Club activities, whether as a player, volunteer, spectator, or guest;

and

- (c) any person otherwise involved in the administration, organisation, or operation of the Club.

3.2 Participation in any Club activity, including attendance at Events or use of Club facilities, shall constitute full acceptance of and agreement to comply with the terms outlined in this Agreement.

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### PART II – DEFINITIONS AND INTERPRETATION

#### 4. DEFINITIONS

4.1 In this Agreement, unless the context indicates otherwise:

- “Club” refers to the Melbourne University Tennis Club (MUTC) as an incorporated sporting body.

- “Committee” refers to the elected governing body responsible for managing and overseeing the Club’s operations, policies, and disciplinary processes.
  - “Member” refers to any individual who is formally registered with the Club in any capacity, including players, social members, and officials.
  - “Event” refers to any competition, match, training session, social gathering, or activity conducted by or on behalf of the Club.
  - “Misconduct” refers to any act or omission that breaches the provisions of this Agreement or any applicable law or regulation.
  - “Serious Misconduct” refers to conduct of a severe nature, including but not limited to conduct that:
    - (a) endangers the health, safety, or wellbeing of any person;
    - (b) involves harassment, abuse, bullying, or discrimination;
    - (c) results in damage to property; or
    - (d) brings, or is likely to bring, the Club into disrepute or harm its reputation.
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## **5. INTERPRETATION**

5.1 The headings used in this Agreement are included for convenience only and shall not affect the interpretation or meaning of any provision.

5.2 Any reference to a “person” includes both natural persons (individuals) and legal entities (such as organisations or incorporated bodies).

5.3 Words expressed in the singular include the plural and vice versa, unless the context requires otherwise.

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## **PART III – GENERAL OBLIGATIONS**

### **6. STANDARD OF CONDUCT**

6.1 All individuals to whom this Agreement applies are required to:

- (a) act honestly, fairly, and in good faith in all dealings related to the Club;
- (b) conduct themselves in a respectful, courteous, and sportsmanlike manner at all times; and
- (c) comply with all applicable laws, regulations, and Club policies.

6.2 Individuals must not engage in any conduct that:

- (a) is unlawful or in breach of any legal obligation;
  - (b) is offensive, abusive, threatening, or discriminatory in nature; or
  - (c) undermines the integrity, fairness, or reputation of the sport of tennis or the Club.
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## **PART IV – SPORTING CONDUCT**

### **7. FAIR PLAY**

7.1 All participants in Club activities are expected to uphold the principles of fair play by:

- (a) competing honestly and to the best of their ability;
- (b) adhering to the official rules and regulations of tennis; and
- (c) showing respect toward opponents, officials, and spectators.

7.2 Any form of cheating, match manipulation, or deliberate breach of rules shall be considered Serious Misconduct and may result in disciplinary action.

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### **8. BEHAVIOUR DURING PLAY**

8.1 During matches and training sessions, individuals must not:

- (a) use abusive, offensive, or inappropriate language;
- (b) engage in intimidation, harassment, or unsporting behaviour toward others; or
- (c) deliberately distract or interfere with an opponent's performance.

8.2 All members are expected to maintain composure and self-control at all times, regardless of competitive circumstances.

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## **PART V – FACILITIES AND PROPERTY**

### **9. USE OF PREMISES**

9.1 Club premises and facilities must only be used in connection with authorised Club activities and in accordance with established procedures, including:

- (a) complying with all booking and reservation requirements; and
- (b) using facilities only during approved hours of operation or scheduled Events.

9.2 By attending any Club Event or activity, individuals acknowledge and consent to the possibility of being photographed or video recorded for promotional, marketing, and social media purposes.

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### **10. CARE OF PROPERTY**

10.1 Individuals must take reasonable care to ensure that Club property, facilities, and equipment are not damaged, misused, or neglected.

10.2 Any person who causes loss or damage to property, whether intentionally or through negligence, may be held financially or otherwise responsible for such damage.

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## **11. CLEANLINESS AND DRESS**

11.1 Members are required to:

- (a) leave all facilities, including courts and common areas, in a clean and tidy condition;
- (b) remove all personal belongings after use; and
- (c) wear appropriate and suitable tennis attire at all times.

11.2 Only proper tennis or sports footwear suitable for court surfaces may be worn while playing, in order to maintain safety and prevent damage to facilities.

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## **12. PROHIBITED ACTIVITIES**

12.1 The following activities are strictly prohibited on Club premises:

- (a) smoking or vaping in any area;
  - (b) consumption of alcohol without prior authorisation;
  - (c) use or possession of illegal drugs; and
  - (d) engaging in any conduct that is unsafe or poses a risk to others.
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# **PART VI – MISCONDUCT**

## **13. PROHIBITED CONDUCT**

13.1 Individuals must not engage in any of the following behaviours:

- (a) cheating, dishonesty, or fraudulent conduct;
  - (b) disruption or interference with Club activities or Events;
  - (c) theft, vandalism, or damage to property;
  - (d) harassment, bullying, or abuse of any kind;
  - (e) discrimination or vilification based on personal characteristics;
  - (f) spitting at or toward another person; or
  - (g) refusing to comply with reasonable directions given by the Committee or authorised representatives.
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## **14. SERIOUS MISCONDUCT**

14.1 Any conduct falling within clause 13.1 that is deemed serious in nature may result in immediate disciplinary action, including suspension or expulsion from the Club without prior warning.

14.2 If in doubt about any conduct falling within clause 13.1, refer to the Melbourne University Sport Code of Conduct and/or policies and the University of Melbourne's policies, such as the Sexual Misconduct and Gender-based Violence Prevention and Response Policy (MPF1359)

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## **PART VII – HEALTH AND SAFETY**

### **15. DUTY OF CARE**

15.1 All members and participants have a responsibility to take reasonable care for:

- (a) their own health and safety; and
- (b) the health and safety of others who may be affected by their actions.

15.2 Any hazards, risks, injuries, or incidents must be reported promptly to the Committee to ensure appropriate action can be taken.

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## **PART VIII – ENFORCEMENT**

### **16. REPORTING**

16.1 Any individual may report a suspected breach of this Agreement to the Committee. All reports will be treated seriously, and individuals making reports shall not be subject to retaliation or adverse consequences for doing so in good faith.

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### **17. INVESTIGATION**

17.1 The Committee has the authority to investigate any alleged breach of this Agreement and may:

- (a) collect and review relevant evidence;
  - (b) request written or verbal statements; and
  - (c) interview any persons involved or with relevant knowledge.
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### **18. DISCIPLINARY ACTION**

18.1 Where a breach of this Agreement is established, the Committee may impose one or more of the following disciplinary measures:

- (a) issuing a formal warning;
- (b) suspending the individual from participation in Club activities;
- (c) terminating the individual's membership; or
- (d) referring the matter to external authorities where appropriate.

## **19. INTERIM MEASURES**

19.1 The Committee may impose temporary or interim measures, including restrictions on participation, while an investigation is ongoing if deemed necessary to protect individuals or the integrity of the Club.

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## **PART IX – APPEALS**

### **20. RIGHT OF APPEAL**

20.1 Any individual subject to disciplinary action has the right to appeal the decision within a timeframe specified in the notification of the decision, as determined by the Committee on a case-by-case basis.

20.2 Appeals shall be reviewed by designated members of the Committee, including executives and directors, who were not directly involved in the original decision where possible.

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## **PART X – LEGAL COMPLIANCE**

### **21. COMPLIANCE**

21.1 All individuals must comply with:

- (a) all applicable laws and legal requirements;
  - (b) relevant University policies and regulations; and
  - (c) governing body rules and sporting regulations applicable to tennis.
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## **PART XI – GENERAL**

### **22. AMENDMENT**

22.1 This Agreement may be amended, modified, or updated at any time by the Committee, and such amendments shall take effect as specified by the Committee.

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### **23. ENTIRE AGREEMENT**

23.1 This document constitutes the entire Code of Conduct of the Club and supersedes any prior codes, policies, or agreements relating to conduct within the Club.

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## **SCHEDULE 1: EXAMPLES OF MISCONDUCT**

**The following are examples of behaviour that may constitute Misconduct or Serious Misconduct under this Agreement. These examples are illustrative and not exhaustive:**

- Verbal abuse or swearing, such as yelling insults or offensive language at opponents or others.
  - Racist or discriminatory remarks, including comments targeting a person's race, gender, religion, or other protected characteristics.
  - Anti-social behaviour, such as disruptive, aggressive, or intimidating conduct.
  - Cheating in matches, including making false line calls or deliberately misrepresenting scores.
  - Damage to courts or equipment, including hitting racquets against nets or other facilities.
  - Harassment or intimidation, including repeated unwanted contact or threatening behaviour.
  - Sexual harassment, including inappropriate comments, gestures, or unwanted advances.
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