



CODE OF CONDUCT

Objective and Purpose

The Code of Conduct has been developed to ensure that all Members and Associates (collectively, “member(s)”), their guests and our employees are treated with dignity and respect while at the Club, and to promote an environment that is free from discrimination, harassment, abuse and violence.

The purpose of this Code of Conduct is to establish clear and acceptable behaviour expectations for the members and guests with a view to attaining this objective. These expectations are set out in the Club’s By-Law, Board Policies, House Rules, including this Code of Conduct which is *Appendix ‘A’* to the House Rules. Everyone is expected to behave in an appropriate manner treating others and property with respect and dignity.

Member Responsibilities

By accepting or continuing membership in the Club, every member is deemed to agree to the following:

- The privileges and rights of each member are governed by the Club’s By-Law, Board Policies, House Rules, including but not limited to this Code of Conduct, the Dress Code, and Cell Phone Policy;
- The conduct of each member is subject to the Club’s By-Law, Board Policies, House Rules, including but not limited to this Code of Conduct, the Dress Code, and Cell Phone Policy; and
- Each member is responsible for compliance of their guest(s) with the Club’s By-Law, Board Policies, House Rules, including but not limited to this Code of Conduct, the Dress Code, and Cell Phone Policy.

Member Conduct

All members and their guests shall:

- Conduct themselves at all times in an exemplary manner that honours the traditions and values of the Club;
- Respect the rights of other members, their guests, and Club employees;
- Not engage, either directly or through social media or otherwise, in any form of abusive, aggressive, disrespectful, violent or otherwise discourteous behaviour towards other members, guests or employees, including sexual, racial, religious or other harassment;
- Respect the Club’s facilities and equipment;

Approved by the Board of Directors: August 26, 2025

- Abide by all local, provincial, and national laws and regulations that apply to Club operations; and
- Be an ambassador for the Club in the community and as a guest at other Clubs.

Interaction with Club Management and Employees

Members must understand that:

- They have no authority to instruct Club employees on their duties or job performance;
- Members shall not discipline or disrespect employees;
- Members may comment or make suggestions in writing to the Chief Executive Officer and the Board of Directors regarding concerns about the performance of Club employees or the operation of the Club, for the betterment of the Club, and
- If a member or guest is reasonably believed to be intoxicated, the member or guest will be refused liquor service, as required by provincial law, and appropriate actions will be taken to ensure their safety. Any individual who is refused alcoholic beverage service, and who reacts inappropriately to the situation, will be referred to the Board of Directors.

Violations

Violation of this Code of Conduct by a member may be considered a failure to uphold the standard of conduct expected of Members and Associates, as set out in the Club's By-Law. Any violation observed by a member shall be brought to the attention of the Chief Executive Officer, preferably in writing or by email addressed to genman@rideauclub.ca, at the earliest opportunity.

The Club may discipline any member whose conduct has been improper or injurious to the interest or good order of the Club or who wilfully violates or neglects the observance of the Club's By-Law or any Board Policy or any of the House Rules, including this Code of Conduct. Discipline may include suspension or expulsion of the offending Member or Associate from the Club.

In the event the Club considers that a member's conduct may justify discipline, the conduct will be investigated, and a determination will be made, pursuant to the Club's By-Law and Policies and the authority of the Board of Directors.