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BROADBEACH BOWLS AND COMMUNITY CLUB INC

CLUB AND BOWLS BY-LAWS

AMENDED 2025

Broadbeach Bowls and Community Club Inc By Laws

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1 Introduction

The Constitution provides in clause 37 that the MC may make, amend, or repeal By Laws, not inconsistent with the Constitution, for the internal management of the Club. The following outlines the procedures that must be followed to make, amend or repeal By Laws;

- (1) The MC on its own initiative or from representation from a member or number of members shall decide to make, amend or repeal one or more By Law.
- (2) Each proposed By Law shall be posted on the Club Notice Board and circulated by electronic means giving fourteen (14) days notice for comment by Members to be made in writing to the Secretary before the MC resolving any changes, addition or amendment to the By Laws; and
- (3) The MC shall decide on each change, addition or amendment and shall post this on the Club Notice Board in a conspicuous position for a period of fourteen (14) days.

2 Interpretations and Definitions

The following interpretations and definitions are from the Constitution Rule 1 -

- (1) **Act** means the Associations Incorporation Act 1981.
- (2) **AGM** means Annual General Meeting of the Club.
- (3) **BA** means Bowls Australia.
- (4) **Bowls Club** means any club in Australia, affiliated with the governing body for bowls in that State or Territory of Australia.
- (5) **BQ** means Bowls Queensland.
- (6) **CEO** means General Manager of the Club or delegate of that person.
- (7) **Club** means the Broadbeach Bowls and Community Club Inc.
- (8) **Constitution and Rules** means the Constitution and Rules of the Club currently recognised under the Act.
- (9) **DBA** means District Bowls Association recognised by the Club.
- (10) **GM** means General Meeting of the Club as called by the Management Committee.
- (11) **President and Chairperson** means the duly elected leader of the Management Committee.
- (12) **MC** means Management Committee of the Board of Directors of the Club.
- (13) **Present** means:
 - (a) at a General Meeting (GM) Special General Meeting (SGM) or Annual General Meeting (AGM) of the Club
 - (b) at a meeting of the Management Committee.

- (14) **SGM** means Special General Meeting of the Club as called by the members.
- (15) **Voting Member** means Bowls Member or Life Member with full voting rights in the Club this does not include junior members or social members.
- (16) A word or expression that is not defined in these rules, but is defined in the Act has, if the context permits, the meaning given by the Act.
- Additional interpretations and definitions in these By-laws -
- (17) **By Laws** means these By Laws for the Broadbeach Bowls and Community Club Inc.
- (18) **BAGM** means the Bowls Annual General Meeting required to be held each year by these By Laws.
- (19) **BC** means the Broadbeach Bowls Committee a sub committee of the Broadbeach Bowls and Community Club as elected or appointed under these By Laws.
- (20) **BIS** means Bowlers Incentive Scheme a sub Committee of the Broadbeach Bowls and Community Club as elected or appointed under these By Laws.
- (21) **BOM** means the Bowls Operations Manager of the Club as appointed by the CEO and who performs this role, as per the requirements of these By Laws.
- (22) **CoP** means Conditions of Play as they apply to individual competitions.
- (23) **SBV** means the Social Bowls Volunteers who conduct the social bowls daily or other duties as required by the Bowls Committee.

3 Club Opening Hours

The Club shall be open for trading at times set down by the MC and in accordance with the provisions of the Queensland Liquor Act 1992.

4 Club Entry Requirements

The Club is open to all Members their guests and visitors.

- (1) ID may be requested under the requirements of The Liquor Act, suitable forms of ID include:
- (a) Drivers licence Australian or learner permit.
 - (b) Passport (from any country).
 - (c) Adult proof of age card (Australian).
 - (d) A recognised proof of age card (e.g. keypads identity card).
 - (e) Foreign drivers licence.
- These can be hard copy ID or digital ID. The ID must be current and have a photograph of the person and their date of birth.

- (2) In accordance with the provisions of the Liquor Act, the CEO or their delegate has the right to refuse entry to any person.

5 Dress Regulations

For all patrons including Members, reciprocal members, visitors and guests, appearance must be clean, neat and tidy at all times.

- (1) The following dress is NOT permitted after 7pm:
 - (a) Torn or dirty footwear
 - (b) Thongs; and
 - (c) Dirty work clothing
- (2) Managements decision shall be final in all matters relating to dress regulations. Dress regulations will be posted at reception, upon entry to the Club.

6 Conduct of Members Reciprocal Members, Visitors & Guests

- (1) Membership cards are not transferable.
- (2) Members, reciprocal members, visitors and guests, will be requested to leave the premises or may become subject to further disciplinary action and/or reported to the Police if conducting themselves improperly whilst in the precincts of the Club for instance ;-
 - (a) The use of obscene or objectionable language.
 - (b) Found to be unduly intoxicated.
 - (c) Becoming disorderly, or using abusive or threatening language.
 - (d) Refusing to leave the premises when asked.

Requests to leave the premises or cease improper behaviour may be made by the CEO, or their delegate.

- (3) Any Member, reciprocal member, visitor or guest will immediately, or as soon as practical, report any person who they believe are in breach of the Club's Constitution or By Laws to the CEO or their delegate. They must **not** intervene personally on patrons who are suspected of, or are breaching the Club's Constitution or By Laws, as such intervention may subject the Member to disciplinary action. The CEO is to investigate any Member, reciprocal member, visitor or guest reported of suspected breaches of the Club Constitution or By Laws and take appropriate action to rectify the matter.

7 Personal Property of Members, Reciprocal Members, Visitors and Guests

- (1) The Club accepts no responsibility or liability for the loss or damage of personal property left on the premises including bowls and associated items.

8 Removal of Persons from the Premises

- (1) Any Member, reciprocal member, visitor or guest infringing the Club's Constitution or the By Laws made hereunder or whose conduct is in the opinion of the CEO or their delegate, **not in the interests** of the Club or of the patrons, may be immediately removed from the Club and may become subject to further disciplinary action and/or reported to the police for further investigation.
- (2) This may include removal from an area within the immediate vicinity of the Club, including any premises used by or being the property of the Club. The CEO or their delegate may obtain such assistance, including assistance from members of the Police Force, and may use such force as may be necessary to effect that person's removal.
- (3) Any Member, reciprocal member, visitor or guest removed pursuant to clause 8(1) of this ByLaw may have their membership suspended and such suspension shall remain in force until the CEO or their delegate investigates and deals with the matter. The Member will be notified of the outcome of the investigation in writing.
 - (a) A Member whilst suspended shall be excluded from the Club.
 - (b) A Member whilst suspended may be excluded from any premises used by or being property of the Club.

9 Advertisements

- (1) No pamphlet, advertisement or notice of any kind shall be laid on any table or exhibited in any part of the Club without the permission of the CEO or their delegate.
- (2) Any material to be placed on the Club's notice boards shall require approval of the CEO or their delegate.

10 Restricted Entry to Club Facilities

- (1) Members, reciprocal members, visitors and guests are not permitted to enter the back of house areas such as kitchens, cellar areas, storerooms, bars, counters nor enter any corridor or passageway used for the Club's services.
- (2) Members, reciprocal members, visitors and guests are not permitted to enter any commercial offices of the Club, including the Administration Offices unless a specific invitation has been extended by the CEO or their delegate to do so.
- (3) Members, reciprocal members, visitors and guests are prohibited from entry to the Board Room, except to attend a properly constituted meeting or function/event or where approval has been obtained from the CEO or their delegate.

11 Privacy

The Club will adhere to the Australian Privacy Principles being; Schedule 1 Privacy Amendment (Enhancing Privacy Protection) Act 2012.

12 Finance Matters

- (1) Funds and Accounts, General Finance Matters, Documents, Audits and determination of Financial Year are determined under Rules 39 - 42 in the Constitution.
- (2) The MC is authorised to spend up to \$1,000,000.00 ExGST (one million dollars) on any one item or contract, beyond this amount the MC is required to call an SGM in accordance with rule 34 of the Constitution, in order to gain the approval of Members.

13 Grievance Procedure

- (1) This clause sets out a grievance procedure for dealing with a dispute under the rules between parties as mentioned in section 47A(1) of the Act.
- (2) To remove any doubt, it is declared that the grievance procedure cannot be used by a person whose membership has been terminated if the rules provide for an appeal process against termination.
- (3) A member (the aggrieved party) initiates the grievance procedure in relation to the dispute by giving a notice in writing of the dispute:-
 - (a) to the other party; and
 - (b) if the other party is not the MC, to the MC.
- (4) If two or more members initiate a grievance procedure in relation to the same subject matter, the MC may deal with the disputes in a single process and the members must choose one (1) of the members (also the aggrieved party) to represent the members in the grievance procedure.

- (5) Subject to clause 13.1, the parties to the dispute must, in good faith, attempt to resolve the dispute.
- (6) If the parties to the dispute cannot resolve the dispute within 14 days after the aggrieved party initiates the grievance procedure, the aggrieved party may, within a further 21 days, ask the Club's Secretary in writing to refer the dispute to mediation.
- (7) Subject to clause 13.1, if the aggrieved party asks the Club's Secretary to refer the dispute to mediation under clause 13(6), the MC must refer the dispute to mediation within 14 days after the request.
- (8) If the aggrieved party does not ask the Club's Secretary to refer the dispute to mediation under clause 13(6), the grievance procedure in relation to the dispute ends.

13.1 Discontinuance of Grievance Procedure

- (1) This rule applies if:-
 - (a) a member initiates a grievance procedure in relation to a dispute and the Club or Club's MC is the other party to the dispute; or
 - (b) the aggrieved party asks the Club's Secretary to refer the dispute to mediation under clause 13(6).
- (2) The MC does not have to act under clause 13(5) or 13(7) if:-
 - (a) The aggrieved party has, within 21 days before initiating the grievance procedure, behaved in a way that would give the MC grounds for taking disciplinary action under the rules against the aggrieved party in relation to the matter the subject of the grievance procedure.
 - (b) Before the grievance procedure was initiated, a process had started to take action under the rules against the aggrieved party or terminate the aggrieved party's membership, as provided for under the rules, and the dispute relates to that process or to a matter relevant to that process.
 - (c) The dispute relates to an obligation under the Liquor Act 1992 or any other State law to prevent the entry of the aggrieved party to, or to remove the aggrieved party from, premises used by the Club, or to refuse to serve liquor to the aggrieved party at the premises.
 - (d) The dispute could reasonably be considered frivolous, vexatious, misconceived, or lacking in substance or the dispute relates to a matter that has already been subject of the grievance procedure.

13.2 Appointment of Mediator

- (1) If a dispute under clause 13 is referred to mediation:-
 - (a) the parties to the dispute must choose a mediator to conduct the mediation; or (b) if the parties are unable to agree on the appointment of a mediator within 14 days after the dispute is referred to mediation, the mediator must be:-
 - (i) for a dispute between a member and another member, a person appointed by the MC; or
 - (ii) for a dispute between a member and the MC of the Club, an accredited mediator or a mediator appointed by Club's Queensland.
- (2) The parties shall share the cost of the mediation equally.
- (3) If clause 13.6(5)(b) applies, the parties may seek to resolve the dispute in accordance with the

Act or otherwise at law.

13.3 Conduct of Mediation

- (1) If a mediator is appointed under clause 13.2, the mediator must start the mediation as soon as possible after the appointment and try to finish the mediation within 28 days after the appointment.
- (2) The mediator:-
 - (a) must give each party to the dispute an opportunity to be heard on the matter the subject of the dispute -
 - (b) must comply with natural justice -
 - (c) must not act as an adjudicator or arbitrator; and
 - (d) during the mediation, may see the parties, with or without their representatives, together or separately.
- (4) The costs of the mediation, if any, are to be shared equally between the parties unless otherwise agreed.
- (5) If the mediator cannot resolve the dispute, the parties may seek to resolve the dispute in accordance with the Act or otherwise at law.

13.4 Representation for Grievance Procedure in Mediation

- (1) A party to a dispute may appoint any person to act on behalf of the party in the grievance procedure including a lawyer.
- (2) If a party appoints a person under clause 13.4(1) to be the party's representative, the party must give written notice of the appointment to each of the following entities:-
 - (a) the other party to the dispute;
 - (b) the MC;
 - (c) if a mediator has been appointed before the party appoints the representative—the mediator.
- (3) A representative who acts for a party at a mediation must—
 - (a) have sufficient knowledge of the matter the subject of the dispute to be able to represent the party effectively; and
 - (b) be authorised to negotiate an agreement for the party.

13.5 Electronic Communication for Grievance Procedure in Mediation

- (1) Any meeting or mediation session required under the grievance procedure may be conducted by electronic means if the parties to the dispute and, for a mediation, the mediator agrees.

13.6 Disciplinary Actions

- (1) The MC may establish a Tribunal as required to deal with all disciplinary actions against members, breaches of any Codes of Conduct or other behaviour which in the opinion of the MC is not consistent with the standards of behaviour required of members of the Club and other matters under the Rules of the Club.
- (2) A Tribunal of up to a maximum of six (6) persons may be appointed by the MC for the purpose of hearing disciplinary actions and other matters under this Rule. The MC shall also appoint a member of the Tribunal to act as the Chairperson. Where possible, the Chairperson shall be a

Lawyer. Three (3) members of the Tribunal shall normally hear a matter but in an emergency two

- (2) members of the Tribunal shall constitute a quorum.
- (3) No member of the MC shall be appointed to the Tribunal.
- (4) A person that has been directly involved in or affected by the matter in dispute, or where a conflict of interest would otherwise arise, shall not be eligible to be a member of the Tribunal.
- (5) Where the MC is advised or considers that a member has allegedly:
 - (a) intentionally breached, failed, refused or neglected to comply with a provision of the Rules, By Laws or any resolution or determination of the MC or any other duly authorised committee which is not of a minor nature; (b) breached any Codes of Conduct of the Club;
 - (c) acted in a manner unbecoming of a member in a manner prejudicial to the objects and interests of the Club;
 - (d) brought the Club into disrepute; or
 - (e) been convicted of any offence of such a nature as in the opinion of the MC renders them unsuitable as a member of the Club,

The MC shall determine to:

- (i) dismiss the matter;
 - (ii) determine it to be a minor matter and refer it pursuant to clause 13. A minor matter is one which is not material, and which would not lead to termination of the member's membership;
 - (iii) refer the matter to the Tribunal pursuant to clause 13.7; and/or;
 - (iv) conduct the member's disciplinary breach itself in accordance with the Club's Rules.
- (6) Minor matters which would not lead to termination of the membership of the member, may be delegated by the MC to a Subcommittee or the CEO to deal with.
 - (a) In the event that the matter is delegated to a Subcommittee or the CEO the provisions of clause 13.7 shall not apply to that matter.
 - (b) A Subcommittee or the CEO shall give the member the opportunity to be heard orally or in writing with or without representation.
 - (c) A Subcommittee or the CEO may make a recommendation to the MC that the matter be referred to the Tribunal.
 - (d) If a Subcommittee or the CEO considers that the alleged breach did not occur, the Subcommittee or the CEO will recommend the matter shall be dismissed.
 - (e) If a Subcommittee or the CEO considers that the alleged breach occurred, it may recommend to the MC any one or more of the penalties set out in clauses 13.7(14)(a) to (f). (f) A Subcommittee or the CEO shall not be required to but may provide reasons for their recommendation and will do so if requested by the MC.

13.7 Tribunal Process

The MC may refer the matter to a Tribunal and nominate a Chairperson of the Tribunal.

- (1) The CEO of the Club shall, as soon as practicable following the appointment of a Tribunal, serve on the member a notice in writing:
 - (a) setting out the facts and grounds on which the alleged breach is based;

- (b) stating that the member or representative may address the Tribunal at a hearing to be held not earlier than 7 days and not later than 28 days after service of the notice;
 - (c) stating the date, place and time of that hearing;
 - (d) informing the member that they may do one or more of the following:
 - attend the hearing;
 - give the Tribunal, before the date of that hearing, a written statement regarding the alleged breach.
 - (e) informing the member that if they do not attend the hearing and/or provide a written statement prior to the hearing, the hearing will proceed and the matter will be determined in his/her absence.
- (2) Despite clause 13.7(1)(a) to (d), the hearing may be held at any other time that the Chairperson of the Tribunal and the member agree.
- (3) At a hearing of the Tribunal, the Tribunal shall:
- (a) give the member every opportunity to be heard;
 - (b) give other aggrieved parties and any witnesses the right to be heard, present evidence or submit a written statement;
 - (c) give due consideration to any written statement submitted by the member; and
 - (d) by resolution determine whether the alleged breach occurred.
- (4) The MC and the member shall be entitled to any representation (legal or otherwise) at the hearing. The MC shall make such submissions as it sees fit and may make a submission as to sanction.
- (5) The Tribunal shall hear and determine the alleged breach in whatever manner it considers appropriate in the circumstances (including by way of teleconference, video conference or otherwise) and shall determine what evidence shall be admissible at the hearing, provided that it does so in accordance with the principles of natural justice.
- (6) The Tribunal will make its decision as soon as possible after the conclusion of the hearing, but in any event shall reach a decision within seven (7) days of the hearing (except in exceptional circumstances as determined by the Chairman of the Tribunal).
- (7) If the Tribunal considers that the alleged breach did not occur, the Tribunal will recommend the matter shall be dismissed.
- (8) If the Tribunal considers that the alleged breach occurred, it may recommend any one or more of the sanctions set out in clause 13.7(14).
- (9) The Tribunal shall not be required to but may provide reasons for its recommendation and will do so if requested by the MC.
- (10) Each party shall be responsible for their own costs associated with the Tribunal hearing. The Tribunal has no power to award costs to a party.
- (11) **Final Determination** - The final determination as to the existence of a breach and imposition of a sanction, if any, shall be made by the Tribunal and shall be binding on the member and the MC.

- (12) There shall be no appeal against the decision of the Tribunal or any sanction imposed.
- (13) **Confidentiality** - All proceedings pursuant to this Rule shall be confidential.
- (14) **Sanctions** - If the Tribunal considers that the alleged breach occurred, the Tribunal may recommend any one or more of the following sanctions:
- (a) impose a warning;
 - (b) direct the member to make an oral and/or written apology; where there has been damage to property, direct that the member pay restitution to the relevant person or organisation that controls or has possession of the damaged property;
 - (c) withdrawal of any awards, placings, records or achievements bestowed upon the member in any tournaments, activities or events held or sanctioned by the Club; (d) direct that any rights, privileges and benefits provided to the member by the Club be suspended for a specified period and/or terminated;
 - (e) reprimand the member;
 - (f) suspend the member from membership of the Club for a specified period;
 - (g) expel the member from membership of the Club;
 - (h) impose suspended sanctions; or any other such sanctions that the Tribunal feel appropriate.

Section 2

Broadbeach Bowls Club Inc - Bowls By Laws

14 Bowls By-laws Preamble

The Broadbeach Bowls Committee is a sub committee of the Management Committee of the Broadbeach Bowls and Community Club and shall be governed in accordance with the Constitution, By Laws (including these By Laws) and policies of the Club.

15 Alteration to Bowls By Laws

- (1) These Bowls By laws may be amended at any time by the MC.
- (2) The BC may discuss and recommend changes that will be presented at the next Board Meeting for consideration by the MC.
- (3) Members may recommend, in writing, amendments to these By laws. The recommendation must be submitted to the BC, who will discuss the recommendation at the next BC meeting. If the BC supports the recommendation, it shall be recommend to the MC for consideration at the next Board meeting. In the event the BC does not support the recommendation the BC will respond to the Member/s explaining why the recommendation has not been submitted to the MC.

16 Objects

- (1) To advance and promote the Game of Bowls.
- (2) To provide the best possible standard of playing facilities for members in accordance with the Laws of the Game prescribed by Bowls Australia.
- (3) To provide, develop and promote activities that are from time to time deemed appropriate to provide good fellowship between members of the Club.
- (4) To promote and enhance the game of bowls in the local community.

17 Bowls Annual General Meeting (BAGM)

- (1) The BAGM shall be held within 6 months after the end date of the Clubs financial year in conjunction with the AGM. Notice of the meeting will be notified to the Secretary of the MC to be handled as per Rule (30) Of the Constitution.
- (2) The following business must be conducted at each BAGM:
 - a) Confirmation of Minutes of the previous BAGM.
 - b) Reading of the Annual Report from the BOM.
 - c) Election of the BC.
 - d) Such other matters of which notice has been given.

- (3) A Member who wishes to bring any matter up for discussion at the BAGM must do so in writing and signed by the Member and emailed or given to the BOM within ten (10) days of the BAGM. The BOM shall post the item on the bowls notice board not less than five (5) days before the date of the meeting. The item for discussion must be bowls related and specifically related to the role of the BC or these By Laws.
- (4) The Chairperson shall be entitled to take the Chair at every BAGM. In his or her absence or if he or she is unwilling or unable to Chair the meeting, the Male or Female Director will Chair or if both are not present or unable or unwilling to preside, then the Committee members shall elect a member of the BC to Chair the meeting.

18 Election of the Bowls Committee

- (1) Nominations shall be proposed and seconded in writing, each nomination shall be signed by the nominee, and lodged with the BOM at least ten (10) days prior to the BAGM.
- (2) A Member is eligible to vote at the BAGM but only eligible to hold office on the BC if they are Declared for the Club. A Member who is Declared at a club in another State may hold office on the MC but not on the BC.
- (3) The BOM shall post on the bowls notice board, a full list of nominations for the respective positions at least five (5) days before the date of the BAGM. In the event of an insufficient number of Members being nominated for election or in the case of a Member so nominated withdrawing before the election, the vacancy shall be filled from the floor at the BAGM at which elections take place.
- (4) Where more than the requisite number is nominated, the election shall be by ballot following the same procedure as Rule 33 in the Constitution.

19 Bowls Committee Structure

The Committee shall consist of:

- Chairperson (BOM)
- Bowls Director (Male)
- Bowls Director (Female)
- Elected Members - 6 persons of which two (2) will be female and two (2) male from whom the committee will elect a Secretary.

- (1) The Chairperson (BOM) is official Delegate for the Club and will as required request a BC member to represent the Club if unable to attend District or BQ fixtures or meetings.

20 Bowls Committee Meetings

- (1) The BC will hold a minimum of six (6) meeting annually.
- (2) The BOM will Chair all meetings though may nominate one of the Directors to act in his/her absence.
- (3) A quorum for BC meetings will be as per the Rule (23) in the Constitution.
- (4) Minutes of the BC Meetings will be posted on the bowls notice board..

21 Tenure of Committee Members

- (1) The Male and Female Bowls Directors hold office until the conclusion of each AGM when they are eligible for re-election.
- (2) Committee Members shall, subject to the provisions of these By Laws, hold office until the conclusion of the next BAGM after which they shall be eligible for re-election or appointment.
- (3) The BOM holds office until his or her appointment is terminated by the CEO.
- (4) The Social Bowls Volunteers will be appointed by BOM.
- (5) Any casual vacancy on the BC may be filled by an appointment by the BC for the balance of the term.

22 Bowls Committee Responsibilities

Work with the BOM in the co-ordination and conduct of the day-to-day activities and operations of bowls for Members including;

- (1) Plan and develop Social competition opportunities for Members and visitors and publish this as appropriate for members and on social media.
- (2) Maintain a current list of accredited Umpires, Measurers, Coaches and Selectors. Ensure there are sufficient to attend to Club requirements and organise training and accreditation opportunities as needed.
- (3) Maintain a roster of Social Bowls Volunteers to conduct the regular social events.
- (4) Plan and develop a Club Championship competition program and publish this each year for members.
- (5) Interact with BQ and DBA for competition opportunities and updating information to share with members as appropriate.
- (6) Assign suitable people to plan and implement the Clubs important or high profile events as required.
- (7) Undertake disciplinary action of a Member for alleged conduct complained of by a Member, Visitor or Club employee, in any competition, event, tournament, match, or game under the control of the BC, in accordance with the Laws of the Game of Bowls, these By-laws and the Constitution.

23 Social Bowls Volunteer Duties

- (1) Report to and work with the BOM in the organisation and running of social bowls events at the Club.
- (2) Ensure the sign in sheet is correctly filled in and there are no duplicate entries.
- (3) Call in spare players if possible to fill a vacancy.
- (4) Collect entry fees and organise score cards for the days play.

- (5) Prepare and present prize money as guided by the BOM.

In the event of any Member of the Social Bowls Volunteers vacating their position the vacancy will be filled by another eligible Member appointed by the BOM.

24 Appointment of Selectors

- (1) The BOM will call for Expressions of Interest (EOI) for selectors each year and maintain a list of current selectors on the Notice Board.
- (2) The BOM will convene a meeting with the Bowls Directors to formulate a pool of selectors each year following responses to the EOI.
- (3) The BOM will ensure all selectors have the opportunity to complete the training modules provided by BQ/BA.
- (4) The BOM will appoint a group of selectors for each Club selected event. The number and gender of selectors will vary for each event.

25 Dual Membership, Declarations, Eligibility and Clearances

Bowls members may hold Dual Memberships in multiple clubs in Australia and overseas. The following outlines eligibility criteria that a Bowls Member is responsible to meet in order to play competition at the Club. CoP for each competition will state eligibility requirements.

- (1) **Declaration for Championship Events** - A bowling member who intends to represent a club in Championship events conducted by their Club/State or BA must Declare for one club in Australia.
- (2) **Eligibility for Pennant** - Pennant is not a championship event, therefore a player may represent multiple clubs in multiple States. The player must be registered at each club they represent.
- (a) A player shall not be permitted to play Pennant for two or more clubs in the same State in the same year unless specifically permitted by BQ under the CoP applicable to the event.
- (3) **Clearances** - Bowlers transferring to the Club from within Australia must complete interclub and/or interstate clearance forms before participating in any Club, District or State Championships. Forms can be obtained from the BOM. The following outlines relevant forms;
- (a) **Inter-club Clearance** - Required for a player who is a member of a club in QLD (whether Declared or Undeclared) wishing to become a member of, or transfer to a different club in QLD.
- (b) **Interstate Clearance** - Required for a player from another state wishing to become a member of a QLD club.
- (c) **Intra-Club Pennant Permit** - Required for a player who is a Declared member of a club in QLD and wishing to play pennant at a different club in QLD.
- (d) **Interstate Pennant Clearance** - Required for a player who is Declared for a club in another state and wishing to play pennant at a club in QLD.

- (4) Any player who has had their District, State and Territory Association or National Affiliation suspended, are ineligible to play bowls on the Club's greens in formal competitions requiring affiliation.

26 Care of the Greens

- (1) To protect the greens, bowls and jacks shall not be dumped, dropped, or thrown on the greens. Anyone seeing inappropriate behaviour is asked to report this to the BOM or a member of the BC.
- (2) Bowls Australia provide a 'Greens Protection Policy'. This will be used by the BC as a guideline in working with players to prevent damage to the Club's greens.

27 Bowls Dress Code

- (1) Club uniform is required to be worn for all Club Championships and Inter-Club Competitions, this includes a marker for a game of singles.
- (2) Volunteers for major events are required to wear clothing provided or approved for each event and advised by the BC.
- (3) Bowls Australia approved footwear is to be worn.

28 Conditions of Play

- (1) "The Laws of the Sport of Bowls" as adopted from time to time by Bowls Australia, Bowls Queensland and Gold Coast Tweed District Association, shall apply to all games played under the control of the BC except when specifically stated otherwise in CoP.
- (2) Recommendations from BQ will be used as a guide for Club Championships.
- (3) The BC, BOM or delegated person running a tournament will be guided by the BA Weather Policy and Sun Smart Policy at all times ensuring the safety of players and visitors to the greens.

29 Dispensation for a Player

- (1) Any Bowling member playing or representing the Club or in an event conducted by BA, BQ or GCTDBA will be given dispensation for all Club Championships.
- (2) MC and BC members will be given dispensation for Club Championships when on official Club business.
- (3) A player may request dispensation when representing the Club in prestigious or invitational events.
- (4) All affected players MUST submit a request in writing to the BOM in a timely manner in order to receive dispensation.

30 Code of Conduct for Bowling Members

The purpose of this By Law is to outline expectations on Bowling Members with respect to on green behaviour and when representing the Club. Members are bound by the Constitution and By Laws in addition to the following:

- (1) Broadbeach Bowls and Community Club is committed to working towards a safe environment for all people, embracing diversity, equity and inclusion in our Bowls program and at

all levels of our Association. Any bowling member who feels unsafe or not listened to can write/email the BOM who is committed to acknowledge and respond to your concern.

(2) Any member representing the Club in any competition or tournament or participating in any Inter-club or organised competition at District, State, National or International level, must comply with the provisions of the CoP and By Laws of the Controlling Body which will also include the Laws of the Sport of Bowls and must conduct themselves in a spirit of fair play and good sportsmanship.

(3) Members representing or participating in a bowls event as a spectator must not engage in conduct which is violent, aggressive, inappropriate, or prejudicial to the interests of the Club. This includes the use of all forms of social media.

(4) Members who have indicated their availability to represent the Club in any competition or tournament must play in the position(s) and team(s) as selected from week to week by the BC.

(a) If a Member indicates their availability for a competition they must also advise of any round for which they are knowingly unavailable. There will be a sheet provided for this purpose.

(b) If a player subsequently withdraws when teams are named for the next round, and they have not previously advised of their unavailability, they must provide a reason(s) to the BOM.

(c) In the event a player has made themselves available for a singular competition and the player withdraws when the team(s) are named, they must provide a reason(s) to the BOM.

(d) Any member who is dissatisfied with a decision of the BOM in relation to ineligibility may appeal in writing to the BC.

The decision of the BC will be final with respect to on green and representative issues. A Member that is not satisfied with this decision may express their concern or complaint in writing to the CEO who will enact the Grievance Procedure rule (13) in the Constitution.

31 Bowlers Incentive Scheme (BIS)

(1) The Bowlers Incentive Scheme committee comprises the Bowls Directors, the Treasurer and the Bowls Operations Manager. The MC reserves the right to appoint other people to this committee as needed. The BIS committee will appoint a Chairman, who will report to the MC on a monthly basis.

(2) The MC will agree an indicative budget for the Incentive Scheme on a yearly basis. The budget will not be exact because it is influenced by representative numbers and success on the greens.

(3) The purpose of the BIS is to attract and retain players who are highly regarded for their skill and conduct on the greens. In addition, the scheme is designed to reward performance on the greens, which is reflected in representative selection as well as matches and titles won. The BIS extends to all Members that are Declared bowling members of Club.

- (4) Retention payments are extended to two tiers of players. Tier one players typically cover people who represent their state or country in open events. Tier two players typically cover people who represent their state or country in junior and over 60 events.
- (5) Annual contracts with tier one players will detail specific benefits such as annual leave allowances (if an employee of the club) as well as expectations such as minimum club commitments during the year (including club championship participation).
- (6) Players who elect to play premier league, pennants or similar competitions for another club forfeit any claim to incentive payments from that date through to the remainder of the year.
- (7) The BIS payments will form part of the regular BOM reports to the MC and BC.