



## **LEADERSHIP COMMITMENT**

### **Commitment to Respect, Inclusion and Diversity**

It is important that we create an environment that is safe, respectful, and inclusive for all. This is personally important to our Board, leadership team and myself, and is consistent with the vision, and values of our organisation – A Home Away From Home.

To do this, we must have a venue free from harassment, discrimination, inappropriate, and rude behaviour, where gender equality, inclusion and diversity are promoted and embedded. We are committed to continuously improving our culture and addressing inappropriate behaviours immediately and reasonably.

Our employees are expected to adhere to and promote our extensive workplace policies. Our members and guests are expected to adhere to our terms and conditions, the Club Constitution, by-laws, and this statement. This commitment forms part of the agreement of membership. Any breach of Club policy may result in membership cancellation and/or refusal of entry.

Inappropriate behaviours can include any unwelcome sexual behaviour that has the effect of offending, intimidating, or humiliating a reasonable person. It includes jokes of a sexual nature, even if there is no intent to cause offence. In the past, such behaviours were widely tolerated in the community and workplaces. Although tolerated, such behaviours were neither legal nor acceptable. Regardless of whether or not there is an intent to cause offence, it is still inappropriate behaviour.

We need to be mindful of others' feelings, and to be prepared to speak up, not only when we may be offended ourselves, but when we feel that someone else may be uncomfortable.

I believe that all of us know inherently what constitutes polite and appropriate conversation and behaviour. There needs to be a clear understanding that inappropriate behaviours will not be tolerated into the future.

I acknowledge there are sensitivities around these issues for many people. We have our Duty Managers and Senior Management to provide guidance and support as necessary.

As always, I am happy to discuss our commitment to respect, inclusion, and diversity further with any of you, in whatever manner you feel most comfortable with.

Glenn Kovacs

Chief Executive Officer