



SOCIAL CLUB

SOCIAL CLUB - OFFENCES PENALTY CHART:

MAJOR OFFENCES – LEVEL 1		FIRST OFFENCE	SECOND OFFENCE	THIRD OFFENCE
1	A) Disregard of the club constitution; B) Gross negligence and/or negligence resulting in potential and/actual damage or loss to club.	Termination of membership		
2	Unauthorised possession of dangerous weapons	Termination of membership		
3	Divulging confidential and / or privileged information of the club and / or members to unauthorized third parties.	Termination of membership		
4	A) Theft / Fraud and / or removing and / or intention to remove club property. B) Submitting false information / dishonesty to the club	Termination of membership		
5	A) Threatening behaviour and / or intimidation and / or disrespectful and / or insolence of any nature.	Termination of membership		
6	Sexual harassment, obscene, racist, derogatory and / or slandering comments of any nature.	Termination of membership		
7	Instigating assault / fighting and / or actual assault / fighting	Termination of membership		
8	Deliberate and / or other actions resulting in potential damage or damage to Club property, member's property.	Termination of membership		

9	Any unauthorised use of Club property.	Termination of membership		
10	Any violation of safety rules.	Termination of membership		
11	Any possession of drugs and / or illegal substances and / or alcohol on club premises.	Termination of membership		
12	Supplying illegal substances or alcohol on Club premises.	Termination of membership		
13	Any behaviour on or off Club premises that results in a major breach of trust between the club and the member.	Termination of membership		
14	Non-observance of non-smoking areas.(cannabis)	Termination of membership		

MEDIUM OFFENCE – LEVEL 2		FIRST OFFENCE	SECOND OFFENCE	THIRD OFFENCE
15	Not adhering to Club procedures (non - essential procedures).	Written Warning	Termination of membership	

MINOR OFFENCES – LEVEL 3		FIRST OFFENCE	SECOND OFFENCE	THIRD OFFENCE
16	Behaviour that is disruptive to the club.	Written Warning 1	Final Written Warning	Termination of membership
17	Creating or contributing to unsanitary / poor housekeeping conditions.	Written Warning 1	Final Written Warning	Termination of membership
18	Unauthorised absence from allocated workstation.	Written Warning 1	Final Written Warning	Termination of membership