

Geelong Rifle Club – Code of Conduct

Effective Date: 04/08/25

1. Purpose

This Code of Conduct outlines the standards of behaviour expected of all members, visitors, volunteers, and committee members of the Geelong Rifle Club (GRC). It is a mandatory supplement to the NRAA Code of Conduct (2024) and reinforces the club's commitment to a safe, respectful, inclusive, and community-minded environment.

While the NRAA Code sets the national standard for ethical conduct and integrity in the sport, this document establishes GRC-specific expectations that reflect the values and culture of our local club community.

2. Scope

This Code applies to all individuals involved in club activities, including:

- Members (shooting and non-shooting)
- Committee and Range Officers
- Visitors and "Come and Try" participants
- Contractors, guests, and event attendees

It covers behaviour:

- On club grounds
- At GRC-sanctioned events (including off-site)
- Online (e.g. social media, club forums, WhatsApp, emails)
- In public where GRC affiliation is relevant

3. General Behaviour Standards

All individuals must:

- Act in a manner that reflects positively on the club and the sport of rifle shooting.
- Treat others with courtesy, fairness, and respect, regardless of age, gender, background, ability, or experience.
- Follow all safety instructions and Range Officer directions without argument or delay.
- Maintain a constructive and supportive atmosphere, particularly toward new or junior shooters.
- Avoid aggressive, abusive, intimidating, or discriminatory behaviour at all times.
- Use appropriate language and conduct themselves professionally during all club activities.
- Engage in open discussion and friendly banter with respect — debate and humour are part of the club culture, but must be mindful of audience, tone, and context (e.g. children present, public platforms, or new members unfamiliar with the dynamic).

4. Club Culture and Participation

We value a strong and supportive club culture. Members are expected to:

- Support and encourage fellow shooters during practice and competition.
- Assist with club working bees, maintenance, and general upkeep when possible.
- Respect club equipment and facilities and report any damage or safety concerns promptly.
- Represent the club positively when attending external events or online forums.
- Welcome and support visitors, especially first-time “Come and Try” shooters.
- Enjoy the camaraderie and humour that comes with being part of a close-knit club, while being mindful of tone and audience.

5. Communication and Social Media

In addition to the GRC Social Media & Communication Policy, members must:

- Be mindful of tone in emails, group chats, and online comments — robust discussion and humour are welcomed, but comments must remain respectful and constructive.
- Avoid public criticism of the club, committee members, or fellow shooters.
- Direct concerns or complaints to the Secretary or Committee via appropriate channels.
- Never post photos of others without consent—especially juniors or visitors.

6. Committee and Leadership Conduct

Committee members, Range Officers, and other club leaders are expected to:

- Lead by example and uphold the values of this Code.
- Be approachable, transparent, and fair in all decisions.
- Avoid conflicts of interest and disclose any relevant personal or financial interests.
- Keep member information confidential, unless sharing is required for safety or compliance.

7. Breaches and Consequences

The Committee may take action if this Code is breached, including:

- Informal resolution (e.g. discussion or warning)
- Formal written warnings
- Temporary or permanent suspension from club activities
- Referral under the NRAA Complaints, Disputes and Discipline Policy
- In serious cases, termination of membership

Disciplinary action will be taken in accordance with our Constitution – currently the Victorian Model Rules.

8. Reporting Concerns

If you witness or experience behaviour that breaches this Code:

- Speak to a Committee Member, Club Captain, or Secretary
- Alternatively, report in writing to: secretary@geelongrifleclub.com

Reports will be handled confidentially, respectfully, and in accordance with due process.

9. Acknowledgement

All members agree to abide by this Code upon joining or renewing their membership. By participating in club activities, you acknowledge your role in upholding the values, safety, and reputation of the Geelong Rifle Club.

Written by: David Heath

Approved by: Committee of Management