



ANU Tennis Club

Code of Conduct

Effective date: April 2026

1. Introduction

ANU Tennis Club (the Club) is one of the Australian National University's most active sporting clubs, with members ranging from current students to long-standing graduates. We are proud of the welcoming, inclusive, and competitive environment we have built, and we are committed to maintaining it.

This Code of Conduct (the Code) sets out the standards of behaviour expected of all Club members across our regular activities. It applies to the following Club sessions and events:

- Friday Social Doubles
- Sunday Competitive Doubles
- Wednesday ANU Pennant
- Canberra Tennis League matches
- ANU Open
- Sunday Beginner Coaching

This Code operates alongside, and does not replace, the policies of ANU Sport and the Australian National University, including those relating to sexual harassment, discrimination, and other serious matters. Where conduct engages those policies, the relevant ANU or ANU Sport processes will apply.

2. Who the Code Applies To

The Code applies to all Club members, including students, graduates, and any guest players participating in Club activities. Members are responsible for ensuring that any guests they bring to Club activities are aware of, and comply with, this Code.

3. Standards of Behaviour

3.1 Respect for Others

All members are expected to treat fellow players, opponents, Club officials, venue staff, and spectators with courtesy and respect. This includes:

- Greeting opponents and partners in a friendly manner before play commences.
- Acknowledging good play by opponents.
- Refraining from conduct that demeans, belittles, or intimidates other participants.
- Avoiding personal insults or targeted negative commentary directed at any individual.

3.2 Language and Behaviour on Court

Members must maintain appropriate behaviour while on court. In particular:

- Excessive swearing or use of offensive language is not permitted, whether directed at oneself, others, or in general frustration.
- Racquet or equipment abuse (e.g. throwing or smashing racquets or balls) is not acceptable behaviour.
- Aggressive gesturing or other threatening conduct will not be tolerated.
- Members should manage their emotions appropriately and not allow frustration to negatively affect others' enjoyment of the game.

3.3 Fair Play and Sportsmanship

The Club expects all members to uphold the spirit of fair play:

- Line calls must be made honestly and in good faith. The benefit of the doubt should always be given to the opponent.
- Disputes over calls should be handled calmly and respectfully.
- Deliberate cheating or manipulation of results is strictly prohibited.
- Competitive play should not be unduly or unreasonably delayed.
- Members should abide by the rules of tennis as applicable to the format of play.
- The general rules of tennis etiquette should be observed, for example not crossing behind players during a point.

3.4 Playing at an appropriate level

Members are expected to participate in sessions suited to their current level of play, having regard to the experience and enjoyment of all participants:

- Members who are new to the Club or unsure of their level should check with the executive before joining the Sunday Competitive Doubles session. Players should have sufficient consistency and match experience to ensure rallies are competitive and the session is enjoyable for all.
- Members joining any session should be satisfied that their level is sufficient to ensure a reasonable standard of play for everyone involved. If in doubt, check with a committee member first.
- More experienced players participating in the Friday Social Doubles are expected to moderate their game to suit the level of the group. This includes adjusting serve speed, shot selection, and general intensity where there is a meaningful skill gap between players.
- In all sessions, members should be mindful of the impact their level of play has on others and adjust accordingly.

Any concerns about level appropriateness should be raised with the executive, who will handle the matter with respect and discretion.

3.5 Punctuality and Commitment

Out of respect for other members and the smooth running of Club activities:

- Members should arrive on time for scheduled sessions and matches.
- If unable to attend, members should provide as much notice as possible, particularly for team-based formats such as Pennant and the ANU Open.
- Repeated unexplained absences from committed match formats may be taken into account in future team selections.

3.6 Care for Facilities and Equipment

Members must treat Club facilities and shared equipment with care:

- Courts and facilities should be left in a clean and tidy condition.
- Club equipment (e.g. ball hoppers, shared balls) should be returned and stored appropriately.

- Any damage to Club equipment or facilities should be reported to the executive promptly.
- Members must pick up balls if they are hit outside of the courts.

3.7 Alcohol and Substances

Members must comply with all ANU Sport and venue rules regarding alcohol and substances. Playing while significantly affected by alcohol or any other substance is not permitted. The Club supports a safe and healthy environment for all participants.

3.8 Inclusion and Diversity

The Club is committed to being a welcoming environment for people of all backgrounds. Conduct that is discriminatory, exclusionary, or that targets an individual on the basis of their identity is not consistent with our values and will be treated seriously. More serious matters of this nature will be referred to ANU Sport or ANU policies as appropriate.

4. Breach of the Code Procedure

The Club takes breaches of this Code seriously, while recognising that most matters can and should be resolved at an early stage. The following procedure applies where conduct is alleged to have breached this Code.

4.1 Reporting a Concern

Any member who witnesses or experiences conduct that may breach this Code is encouraged to raise the matter with a member of the Club executive. Reports may be made informally (verbally) or in writing. The Club will treat all reports with appropriate discretion and sensitivity.

4.2 Step 1 — Informal Resolution

Where appropriate, the executive may seek to resolve the matter informally by speaking with the member concerned, clarifying expectations, and seeking acknowledgment of the relevant standard. Many situations will be capable of resolution at this stage without the need for formal action.

4.3 Step 2 — Formal Warning

Where informal resolution is not appropriate, or where a breach is established following consideration of the matter, the executive may issue a formal written warning to the member. The warning will:

- Identify the conduct giving rise to the warning.
- Specify the provision(s) of the Code that have been breached.
- Advise the member that further breaches may result in exclusion from Club activities.

A formal warning constitutes a first and final warning before escalation to possible exclusion.

4.4 Step 3 — Exclusion (Show Cause)

Where the executive considers that exclusion from Club activities may be warranted the following process will apply:

1. **Notice to member:** The executive will notify the member in writing that exclusion is under consideration, setting out the alleged conduct and the basis for the proposed action.
2. **Right to make submissions:** The member will be given a reasonable opportunity (no less than 7 calendar days) to provide a written response, including any submissions or information they wish the executive to consider. Submissions will be considered in good faith by the executive before any decision is made.
3. **Executive vote:** The decision to exclude a member from Club activities will be made by a majority vote of the Club executive. If the member subject to the process is also a member of the executive, they will not be able to participate in the vote. The executive will have regard to all relevant information, including any submissions made by the member.
4. **Notification of outcome:** The member will be notified in writing of the outcome and the reasons for the decision.
5. **Duration and conditions:** An exclusion may be for a fixed period or until further determination of the executive. The terms of any exclusion will be specified in the notice to the member.

4.5 Suspension Pending Investigation

In cases where the executive reasonably considers it necessary in the interests of the Club or other members, the executive may impose an interim suspension from Club activities pending investigation and determination. Any interim suspension will be as brief as practicable and will not constitute a finding of breach.

4.6 Investigation and Findings of Fact

Where there is a dispute as to the relevant facts, the executive is responsible for making reasonable enquiries and reaching a determination on the balance of available information. The executive may speak with relevant witnesses and consider any written accounts of events. The standard of proof is the balance of probabilities.

5. Relationship with ANU and ANU Sport Policies

This Code is intended to address conduct within the Club's day-to-day activities. It does not override or limit the operation of ANU Sport policies or ANU University policies, which may apply concurrently to more serious matters such as sexual harassment, bullying, discrimination, and student conduct. Where such conduct is alleged, the relevant institutional process will take precedence, and the executive may refer the matter accordingly.

6. Review and Amendment

This Code will be reviewed periodically by the Club executive. Amendments to the Code may be made by a majority vote of the executive and will be communicated to all members promptly. Members are encouraged to provide feedback to the executive on the operation of the Code at any time.

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Thank you for being a valued member of the ANU Tennis Club.