**[NAME OF YOUR RSA]**

**CODE OF CONDUCT**

**Purpose**
This Code of Conduct outlines the expected standards of behaviour for all members, guests, staff, and visitors of [Name of RSA]. It ensures that the RSA remains a respectful, inclusive, and safe environment that honours our shared legacy and promotes camaraderie.

**1. Core Values**

All conduct should reflect and uphold the RSA values:

* **Courage** – Speak and act with integrity.
* **Compassion** – Support others with kindness and empathy.
* **Comradeship** – Foster a sense of belonging and mutual respect.
* **Commitment** – Honour the RSA’s mission and responsibilities to veterans, their families, and the community.

**2. Respectful Behaviour**

* Treat all individuals with dignity, courtesy, and respect—regardless of rank, background, gender, ethnicity, age, beliefs, or identity.
* Harassment, bullying, discrimination, or aggressive behaviour will not be tolerated.
* Disagreements should be addressed constructively and in good faith.

**3. RSA Premises and Events**

* Respect RSA property and facilities.
* Abide by all club rules, signage, and lawful directions given by RSA staff or officials.
* Be responsible for your own conduct and that of your guests.
* Maintain appropriate standards of dress and behaviour, especially at ceremonial or formal occasions.
* Alcohol must be consumed responsibly. Illegal substances are strictly prohibited.

**4. Veteran Focus**

* Show respect for the service and sacrifice of veterans at all times.
* Support remembrance events, poppy appeals, and community initiatives with dignity and reverence.
* Honour the solemnity of Anzac Day, funerals, and memorials by behaving with decorum.

**5. Use of Social Media and Communications**

* Use social media and digital communications respectfully and responsibly.
* Do not post or share material that could bring the RSA or RNZRSA into disrepute.
* Confidential or sensitive club matters must not be shared publicly or online.
* Personal grievances should not be aired on social media.

**6. Conflicts and Concerns**

* Any concerns about conduct should be reported to the Club President or Manager.
* Conflicts will be managed fairly, confidentially, and in line with RSA rules and disciplinary procedures.
* Everyone has the right to be heard and treated fairly during any formal process.

**7. Disciplinary Action**

Breaches of this Code may result in:

* A verbal or written warning;
* Suspension or revocation of membership;
* Trespass order applied; and/or
* Referral to police or legal authorities where applicable.

**Upholding the Spirit of the RSA**
All who join this RSA and walk through our doors—whether members, guests, or staff—contribute to the atmosphere and integrity of the RSA. This Code ensures we uphold our proud traditions while building an inclusive and thriving future.