



Zero Tolerance Abuse Policy

Annesley Woodhouse Working Men's Club is committed to providing a safe, welcoming, and respectful environment for all members, guests, staff, performers, and volunteers. We operate a **zero tolerance policy** towards any form of abuse, harassment, discrimination, or intimidation.

Scope

This policy applies to all members, guests, staff, volunteers, committee members, contractors, and performers while on club premises or attending club-organised events.

Definition of Abuse

Abusive behaviour includes, but is not limited to: verbal abuse, physical abuse, harassment, discrimination, sexual harassment, intimidation, threatening behaviour, and online abuse connected to the club.

Expected Behaviour

All individuals are expected to treat others with dignity and respect, follow staff instructions, behave responsibly, and respect personal boundaries at all times.

Zero Tolerance Enforcement

Any individual engaging in abusive behaviour may be removed from the premises immediately, have their membership suspended or terminated, be banned from future events, and/or have the police contacted where necessary. The club's decision is final.

Reporting Abuse

Incidents of abuse should be reported immediately to a member of staff or the committee. All reports will be taken seriously and handled promptly.

Agreement

By entering or remaining on the premises, you agree to comply with this policy.