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The Old Stithian Association

OLD STITHIAN ASSOCIATION

MEMBERS' CODE OF CONDUCT

It is important that members, guests and employees of the Old Stithian Association (OSA) are able to enjoy a safe, comfortable and agreeable environment at the OSA's premises and that the OSA as a whole is operated within the legal requirements of the relevant Licensing Act.

To this end, the following codes of conduct are to be respected by all members, guests and employees of the OSA at all time.

1. DRUNKENESS

No member, guest or employee may enter the OSA premises while under the noticeable or excessive influence of alcohol; or through the consumption of alcohol on the OSA premises become under the noticeable or excessive influence of alcohol.

- a. Any member, guest or employee who is deemed to be under the noticeable or excessive influence of alcohol, by either the bar staff or by the OSA Committee members present at the time, shall:
 - i. Be refused access to any alcohol from the bar either by direct sale or indirect (through another party);
 - ii. Be requested, by either the bar staff or by the OSA Committee members present, to leave the premises forthwith – see Note A. below;
 - iii. Potentially be subject to disciplinary action by the OSA.

- b. Any member, guest or employee who obtains or attempts to obtain alcohol for a person who is under the noticeable or excessive influence of alcohol shall:
 - i. Be refused access to any alcohol from the bar either by direct sale or indirect (through another party);
 - ii. Be requested, by either the bar staff or by the OSA Committee members present, to leave the premises forthwith – see Note A. below;
 - iii. Potentially be subject to disciplinary action by the OSA.

2. DISORDERLY CONDUCT / MISCONDUCT

No member, guest or employee is to exhibit unruly behaviour or conduct themselves in a manner that contributes to any disturbance of the public peace and decency whilst on the OSA premises.

No member, guest or employee is to bring the name of the OSA into disrepute through their conduct whilst outside the OSA premises, or involved in an OSA activity.

On OSA Premises

- a. Any member, guest or employee whose conduct is deemed to be disorderly, by either the bar staff or by the Committee members present at the time, shall:
 - i. Be requested, by either the bar staff or by the Committee members present, to leave the premises forthwith— see Note A. below;
 - ii. Potentially be subject to disciplinary action by the OSA.

Outside OSA Premises

- b. Any member or employee whose conduct is deemed, in the opinion of a member of the Committee of the OSA, to render them unfit for further entry to the OSA, shall:
 - i. Be barred from access to the OSA premises forthwith;
 - ii. Have the complaint against them laid before the OSA Committee at the next committee meeting, and if the complaint is upheld, be subject to disciplinary action by the OSA.

3. USE OF BAD LANGUAGE

Any member, guest or employee whose use of bad language (in this context 'bad language' refers to the use of swearing or vulgarity) is deemed, by either the bar staff or by the Committee members present at the time, to be unacceptable (in this context 'unacceptable' means excessive use, inappropriate use, loud or offensive to other members, guests or employee's present) shall:

- i. Be requested, by either the bar staff or by the Committee members present, to moderate their language forthwith;
- ii. Be requested, by either the bar staff or by the Committee members present, to leave the premises forthwith should they continue with the use of bad language after point i. above has been implemented – see Note A. below;
- iii. Potentially be subject to disciplinary action by the OSA.

4. COMPLAINTS AGAINST MEMBERS

Any member, guest or employee who is referred to in a written complaint, received by the OSA Committee from either a member, guest, employee or non-member, about their conduct whilst within the bounds of the OSA premises or within the vicinity of the OSA premises, shall:

- i. Have the complaint against them laid before the OSA Committee at the next committee meeting and if the complaint is upheld, be subject to disciplinary action by the OSA.

Notes: -

- A. Members, guest or employees who have been asked to withdraw must do so immediately. Failure to do so is both a breach of OSA rules and an offence under current licensing law. If necessary an officer of the law can be asked to assist with expelling such members, guests or employees.
- B. Members who have been barred from access to the OSA premises pending the laying of a complaint before the OSA Committee, and who are also the subject of proceedings in a court of law, shall not be allowed to use the OSA premises until, in the opinion of the OSA Committee, the case has been settled satisfactorily through the courts.