

DIAMOND - CHELTENHAM

DRUG AWARENESS TRAINING GUIDE

Diamond Gentlemen's Club operates a zero tolerance drugs policy. Anyone found in possession, dealing or under the influence of any illegal substance will be refused entry, ejected from the premises or detained and reported to the police.

AWARENESS

The signs to look for of both users and dealers are as follows:-

- Signs of drug use.
- Empty sweet wrappings/small bags left in toilets.
- Payment with tightly rolled bank notes.
- Traces of powder on bank notes.
- Drinking straws left in toilets.
- Traces of powder on toilet seats or other surfaces in toilets - or obviously wiped clean surfaces.
- Syringes (danger of infection - do not touch with hands and should be disposed of properly).
- Springs left in the toilet.
- Pieces of burnt tin foil.

SIGNS OF DRUG USE - PHYSICAL SYMPTOMS

- Very dilated pupils.
- Excessive sniffing/dripping nose/watering of or red eyes.
- Sudden severe cold symptoms following trip to toilet/smoking area/exterior of the premises.
- White mark/traces of powder around nostrils.

SIGNS OF DRUG USE - BEHAVIOUR

- Excessive giggling/laughing at nothing/none stop talking.
- Unnaturally dopey/vacant staring/sleepy euphoria.
- None stop movement/jiggling about.
- Gagging or retching actions.
- Excessive consumption of soft drinks.
- Sudden inexplicable tearfulness or fright.
- An elevation in aggressive behaviour.
- Any marked alteration following a trip to the toilet/smoking area/exterior of the premises.

SIGNS OF DEALING

- A person holding court with a succession of visitors who only stay with them for a short time.
- A person making frequent trips to the toilet/smoking area/exterior of the premises followed by different persons/people each time.
- People exchanging small packages or cash, often done in a secretive manner, but may be quite open to avoid suspicion.
- Furtive conspiratorial behaviour - huddling in corners and whispering.
- Conversation includes frequent reference to drugs/slang names.
- Dealers are not identifiable by appearance. They may be very respectable looking.

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CHALLENGE 25 POLICY

Challenge 25 is a policy adopted by the premises aimed at preventing people under the age of 18 from gaining access to age restricted products, primarily alcohol.

Under the policy, customers attempting to buy age restricted products, are asked to prove their age if, in the staff members opinion, they appear to be under 25, even though the minimum age to buy alcohol in the UK is 18.

There are notices displayed in the reception and at every point of sale explaining the policy to customers.

The policy is to be enforced as follows:-

1. You must look at the person that you are about to serve and decide whether or not they appear under 25 years of age.
2. If they do you must politely ask them to prove their age by providing you with a valid form of identification. The only satisfactory ID that we accept is a UK passport or photo driving licence.
3. Any ID that is provided must be carefully checked to ensure that it relates to the person that you are serving, is valid, has not been tampered with or forged and proves that they are over 18.
4. If everything appears to be satisfactory, return the ID to the customer and continue to serve them.
5. If they cannot provide the required acceptable ID, you must explain the policy and explain that you cannot serve them.
6. If they do not accept your explanation do not enter into an argument. Call for a member of management who will then deal with the situation.
7. All persons refused service must be recorded in the bar refusals log book. This book is kept behind the bar.

DIAMOND

CODE OF CONDUCT FOR CUSTOMERS

1. Customers must be seated before a dancer can commence a performance and must remain seated during the performance.
2. There must be no touching of dancers at any time during the dance.
3. No propositioning of the dancers.
4. The customers must not dance at any time.
5. The customer must remain fully clothed during a dance.
6. Any breach of these rules will result in the customer being excluded from the club.

DIAMOND

HOUSE RULES

1. The venue operates a strict "touch and go" policy - any customer who touches any of the dancers, will be asked to leave the venue immediately.
2. No under 18's will be permitted entry to the venue.
3. The venue operates a strict "challenge 25" door policy.
4. A private dance consists of a 3 minute dance by a dancer.
5. There should be no physical contact between customers and dancers.
6. Customers must remain seated at all times during all private dance performances.
7. Any person who appears to be under the influence of alcohol or drugs will not be admitted to the premises.
8. Customers are not permitted to use any photographic, video or mobile phone whilst in the venues.

Thank you - the Management

DIAMOND

AGREEMENT AS TO CONDUCT

1. The club will be open 30 minutes before the doors are open to the public. Dancers will be expected to be at the club at least 15 minutes prior to the opening and pay their floor fee upon arrival. If dancers are to arrive later than the time agreed they will be charged according to the charges set by the company. Dancers are requested to sign in on arrival and sign out on leaving.
2. Any queries as to appropriate clothing, hair, make up and jewellery should be referred to the club manager.
3. Dancers are asked to arrive and leave the club quietly in respect of our neighbours.
4. Dancers may not give out their telephone number or any contact information to any customer, accept any telephone number or contact information from any customer or otherwise make any arrangement whatsoever to meet a customer outside the premises. The dancer may provide a customer with the days and shifts that they are working at the club.
5. Dancers shall not be intoxicated through drink or drugs on the premises at any time.
6. Dancers should refrain from chewing gum and smoking is only permitted within the designated areas. When smoking in the designated areas dancers should not be in a state of undress.
7. If a customer attempts to touch or speaks to a dancer inappropriately during a booth performance, the dancer may cease to dance, and explain the club rules to the customer. If necessary the dancer should ask for assistance from security or management.
8. Selling of any form of sexual favours is prohibited and shall result in the immediate termination of the dancers contract for services with the club.
9. Accepting a customer's offer of payment in return for sexual favours, whether or not the dancer has any intention of carrying them out, will result in the immediate termination of the dancers contract for services with the club.
10. Lewd and lascivious behaviour is not permitted within any of the club and such conduct will result in immediate termination of the dancers contract for services within the club.
11. There shall be no intentional physical contact between performers and customers at any time.
12. The performer may not simulate any sexual act during a performance.
13. Performers must not use any inappropriate, lewd, suggestive or sexually graphic language in any public or performance areas of the premises.
14. Performers must not touch the breasts or genitalia of another performer at any time or part of the performance.

15. There shall be no use of sex articles (as defined by paragraph 4 (3) of Schedule 3 of the Local Government (Miscellaneous Provisions Act) 1982 at any time).
16. Performers must fully dress (i.e. no nudity) at the end of each performance.
17. There shall be no photography permitted by customers on the premises.
18. Customers must remain seated for the duration of a performance.
19. The club has a zero tolerance policy regarding the illegal use and selling of drugs. Any dancer who is witnessed or known to be under the influence of, or found to sell, or be in possession of an illegal drug will have their contract for services terminated immediately. The dancer will also be escorted from the premises and/or reported to the relevant authorities.
20. Dancers are asked not to have spouses or boyfriends visit the club on any of the nights that the dancer is performing.
21. Dancers are not allowed to visit the premises when they are not working.
22. Dancers are required to sign a disclaimer that they have no previous convictions for sex or drug offences.
23. The club accepts no responsibility for the loss, theft or damage of any valuables and or personal belongings of the dancers during their shift. The club will safe keep any valuables at dancers requests in the club safe within a signed and dated envelope. The dancer can recover the envelope containing their valuables at the end of the shift.
24. Dancers are not allowed to bring their own alcoholic drinks for consumption during their shift. If a dancer is found to have brought their own alcoholic drinks they will be fined in accordance with the fines set by the club.
25. All dancers are required to be fully aware of the notices and guidelines displayed in the changing room by the club.
26. The club employ extensive use of recorded CCTV which is reviewed on a regular basis.

Code of conduct/dancers agreement

I certify that I have read and understood the codes of conduct pertaining to dancing and occupying space at Diamond Gentlemen's Club. I agree to comply with the attached code of conduct and realise that breach of the code will result in me not being able to occupy space at Diamond Gentlemen's Club. Acknowledgement and agreed to be abided by.

Dancers Name

Dancers Signature