



Byron Bay Golf Club

AUSTRALIA

Byron Bay Golf Club Ltd Members and other Stakeholders Code of Conduct Policy

Intent

To provide clear information around expected standards of behaviour and expectations of actions in the case of a breach of behavioural standards.

Note: The term stakeholders referred to in this policy includes, all historical, current and future:

- Employees (full time, part time and casual)
- Volunteers in any capacity
- Directors and Executives
- Suppliers and Customers
- Members and Visitors
- Any other individual or business that has a connection to the BBGC

BBGC Information Sheet

The Byron Bay Golf Club Ltd (“BBGC”) Players’ Code of Conduct, together with other requirements of players as specified by tournament conditions, local rules and regulations of the Club, shall apply in all golf competitions and representative matches conducted or promoted by BBGC. This will also apply to all Clubhouse and activities outside of golf that involve BBGC.

This code of conduct is aimed at Members and all other stakeholders, and is to be read in conjunction with existing codes for all members, staff and guests along with associated policies that may be published from time to time. Club staff are authorised to approach any player or person who behaves in a manner that does not adhere to either Club or Player Codes.

Byron Bay Golf Club Ltd will not tolerate:

- any conduct considered threatening or harassing or that could threaten the physical or emotional safety of another individual;
- harassment of any kind, including any conduct, comment, gesture or contact of a nature that is likely to cause offence or humiliation, regardless of whether or not the offender perceived their actions to be unwelcome;
- inappropriate expressions of anger and vulgar or abusive language;
- abuse of property or throwing clubs toward another player;
- being disrespectful of or deliberately distracting other players;

- any conduct that could result in damage to the property of BBGC;
- violation of the club's dress code;
- intoxication;
- in the case of golfing activities, other such behaviour that falls short of the standards of etiquette and behaviour outlined in Rule 1.2 of the Rules of Golf.

Note: Any player believed to be in the possession of alcohol within the club or on the golf course not purchased from BBGC will be required to leave the Clubhouse and Golf Course immediately.

All players are expected to read, understand and follow *Standards of Player Conduct* (see Rule 1-2 in the Rules of Golf, effective January 2019).

Reports of alleged unacceptable conduct must be reported to the Club Captain or the Club Manager on the day of the offence or as soon as practical.

The Board / Golf Committee / General Manager shall determine the appropriate action for each individual offence, being in the form of a:

- Verbal warning
- Written warning
- Disciplinary hearing

Serious infractions could result in cancellation of membership privileges, suspension of golf privileges, or refusal of future golfing privileges, or restrictions from Club entry, at any time without refund or other disciplinary action as may be considered necessary.

The BBGC Committees and Board, when initiating proceedings following reports of unacceptable conduct will use the following guidelines.

Within 3 Years	1st Breach	2nd Breach	3rd Breach
Minor Breach	Verbal Warning	Written Warning	Disciplinary Hearing
Serious Breach	Written Warning	Disciplinary Hearing	
Major Breach	Disciplinary Hearing		

Whilst each case will be dealt with on its merits, examples of minor, serious and major breaches are:

- Minor: throwing clubs or antisocial behaviour towards employees or Club patrons
- Serious: loud swearing or offensive language
- Major: Violence towards another Club Member, Visitor or Employee (or any other stakeholder as is relevant)

When the Board deems a disciplinary hearing necessary, proceedings shall be carried out in

accordance with section 20 of the BBGC Constitution as well as Clubs NSW Guidelines.

Extract from the Rules of Golf: Rule 1.2 - Standards of Player Conduct

All players are expected to play in the spirit of the game by:

- Acting with integrity - for example, by following the Rules, applying all penalties, and being honest in all aspects of play.
 - Showing consideration to others - for example, by playing at a prompt pace, looking out for the safety of others, and not distracting the play of another player.
 - Taking good care of the course - for example, by replacing divots, smoothing bunkers, repairing ball-marks, and not causing unnecessary damage to the course.
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