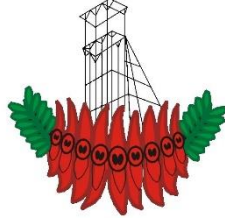


Golf Broken Hill Inc



Code of Conduct Policy

Version 1
Date 1 July 2020

GBH Inc - Code of Conduct Policy

“Access to the golf club is a privilege and comes with certain rights and responsibilities”

PURPOSE

This policy is designed to provide guidelines for procedures that will assist Golf Broken Hill Inc to evolve a consensus on the principles that should guide its conduct.

POLICY

Golf Broken Hill Inc commits itself to operating in accordance with the Code of Conduct drawn up through agreed procedures following consultation with members, employees, volunteers, and stakeholders.

PROCEDURES

The Code of Conduct provides GBH Inc members, volunteers, guests, and visitors with guidance on the standards of behaviour that are expected of them while they are on club premises and in their interactions. It has been developed by GBH Inc to ensure everyone can enjoy the amenities provided by the club in a safe, enjoyable, responsible and respectful manner.

Golf Broken Hill Inc fosters a culture that values, appreciates, and respects all its members, their families, volunteers, guests, and staff. Members, volunteers and guests shall conduct themselves in a manner consistent with these values.

The intention of this document is to establish clear and acceptable behaviour expectations for Golf Broken Hill Inc members, volunteers and guests.

It is not intended to restrict the rights of anyone but rather to ensure that all members, volunteers, and guests can expect to feel safe and to be treated with respect while at the golf club.

GBH Inc deems that, upon payment of membership fees, greens fees, or any other fees, all members and guests have given their consent to be bound by both the restrictions and penalties imposed by this Code of Conduct. Volunteers are deemed to accept the Code of Conduct prior to volunteering in any capacity.

This Code of Conduct forms part of the organisations policies and procedures, including the GBH Inc Constitution.

Accordingly, members, volunteers, guests and visitors shall:

Accept this **GENERAL CODE OF CONDUCT**

- respect the rights of others to enjoy GBH club's facilities and services.
- interact with each other, the clubs' employees, board, and volunteers in a courteous manner.
- not engage in behaviour towards each other, the clubs' employees, board, or volunteers that is intended to abuse or harass*.
- refrain from disorderly or disruptive behaviours.
- GBH has zero tolerance for aggressive behaviours.
- not deliberately tarnish the reputation of the club or bring it into disrepute.
- show due consideration to the needs of others, including their right to privacy.
- comply with GBH Inc policies and procedures, signage and lawful directions of employees/board.
- ensure minors are accompanied by a responsible adult in the licensed areas of the club.
- not bring alcoholic drinks on the club premises for consumption on the premises – includes the golf course and clubhouse – this is against the liquor licence and the act.
- not bring or have in their possession illegal materials while on club premises.
- handle property belonging to the club with care and diligence.
- refrain from representing the club, unless properly authorised to do so.
- not pursue personal activities on club premises, without prior permission.

This Code of Conduct is actively monitored by the GBH Board and applies at all times when members, guests and visitors are on the GBH premises.

If a breach of the Code of Conduct occurs and can be proven, the club will initiate action, within its policies and procedures, which may include an investigation, refusal of entry, verbal or written warning (Code of Conduct warning letter), withdrawal of certain privileges, and suspension or termination of membership (if applicable). The disciplinary action will be in accordance with the GBH rules, policies and procedures, including the provision of natural justice.

**harassment is defined as an act of continued unwanted and annoying actions of one party or group, including threats and demands and behaviour that is intended to humiliate or intimidate*.*

GBH members and guests are deemed to accept the Code of Conduct when you enter the club premises. If you do not want to accept the Code of Conduct, you must leave the club premises immediately.

All GBH members and guests involved in any way with Golf are deemed to accept the Code of Conduct below adopted from the Golf Australia Member Protection Policy - 4 December 2018 and endorsed by the GBH Board in December 2018.

Code of Conduct – GBH – displayed in the GBH Clubhouse

Adapted and Adopted from Golf Australia Member Protection Policy - 4 December 2018

The Codes should be followed at all times and by all Members, visitors and all people involved in any way with Golf/

GENERAL CODE OF CONDUCT

Members and all people involved in any way with Golf will:

- (a) respect the rights, dignity and worth of others—treat others as you would like to be treated yourself
- (b) be ethical, considerate, fair, courteous and honest in all dealings with other people and organisations
- (c) be professional in, and accept responsibility for your actions
- (d) be aware of and follow at all times Golf’s laws, standards, rules, policies and procedures and promote those laws, standards, rules, policies and procedures to others
- (e) operate within the rules and spirit of the sport, including the national and international guidelines that govern Golf
- (f) understand the possible consequences of breaching the Codes and/or this Policy
- (g) report any breaches of the Codes or this Policy to the appropriate Authorised Person(s)
- (h) refrain from any form of Abuse, Harassment, Discrimination and Victimisation towards others
- (i) raise concerns regarding decisions of Authorised Person(s) through the appropriate channels and in a timely manner
- (j) provide a safe environment for the conduct of activities in accordance with any relevant GA policy
- (k) show concern, empathy and caution towards others that may be sick or injured
- (l) be a positive role model to all
- (m) respect and protect confidential information obtained through Golf activities or services; whether individuals and/or organisational information
- (n) maintain the required standard of accreditation and/or licensing of professional competencies, as applicable to the role(s)
- (o) ensure that any physical contact with others is appropriate to the situation and necessary for the person’s skill development
- (p) refrain from intimate relations with persons over whom you have a position of authority
- (q) agree to abide by the Codes
- (r) maintain a duty of care towards others

(s) be impartial and accept the responsibility for all actions taken.

Resolution

Should a violation/complaint occur, members, volunteers and guests shall co-operate in a courteous and respectful manner with GBH Management Committee regarding any review/consultation or investigation.

Violation/Complaints will be reviewed as per the GBH Grievance Policy, GBH Constitution and associated documents and the Golf Australia Members Protection Policy (2018)

The GBH Management Committee will determine after any review/investigation/complaint, the extent of the penalty, if any, or applicable, which could include temporary or complete loss of membership or playing privileges, including attending the course and clubhouse for other activities other than golf, to the GBH Board for endorsement.

Code of Conduct for Authorised Person(s) dealing with Children, GBH adheres to and follows the Golf Australia Members Protection Policy Part 3 Codes of Conduct sections

AUTHORISATION

President
Golf Broken Hill Inc
1 July 2020