



CHILWELL MANOR GOLF CLUB

CODE OF CONDUCT - ADULTS

Chilwell Manor Golf Club is committed to providing an environment that is free of discrimination, harassment and intimidation for members, employees, and guests. All members by joining the club agree to the following Code of Conduct. Any breach of Code may result in action being taken as per the club's disciplinary policy. This may include sanctions or penalties up to and including expulsion from the Club. Members will be liable for any breach committed whether by themselves or their guests.

Members and Visitors will be expected to:

- Help create and maintain an environment free of intimidation and harassment, in particular towards members of staff
- Help to create an environment where all have an equal opportunity to participate
- Communicate with others in a manner that reflects respect and care
- Demonstrate proper personal behaviour and conduct at all times
- Promote the positive aspects of golf when representing yourself or the club (e.g. fair play, honesty and etiquette)
- Be organised and on time out of respect to others
- Treat organisers, club representatives and coaches with respect
- Observe instructions or restrictions required by club staff
- Respect the course and the property of both the golf club and other members
- Ensure that banter does not intimidate or offend others.
- Avoid offensive language or telling sexist or racist jokes which may be over-heard in the clubhouse and upset other members or visitors.
- Conduct which appears to fall below the expected standards of the club should be reported to the Secretary/Manager secretary@chilwellmanorgolfclub.co.uk
- Comply with club rules and adhere to all R&A rules of golf, e.g.
 - R&A Rule 1.2 – Standards of Player Conduct: All players expected to play in The Spirit of the Game
 - R&A Rule 1.2b – Code of Conduct

Examples of unacceptable conduct:

- Any form of verbal, physical, sexual and emotional abuse including harassment or bullying
- Verbal abuse or harassment towards members, visitors, staff and other workers at the club
- Criticism/questioning of staff, committee members when they are playing on the course
- Offensive and insulting written/email/social media communications to staff, workers, committee members or other members
- Any form of discrimination on the grounds of age, gender reassignment, marital status, race, colour, nationality, ethnicity, disability, sexual orientation, religion or beliefs
- Illegal behaviour such as smoking indoors or consuming illegal or performance enhancing drugs or stimulants
- Excessive foul language and loud swearing, in particular in the clubhouse
- Posting hurtful comments or personal attacks on social networking sites
- Drunkenness which leads to offensive behaviour
- Any form of cheating, which may include deliberate manipulation of handicaps

Complaints

Complaints must be made in the first instance to either the Golf Club Secretary or the Club Captain, within three working days of the matter occurring. These followed up in writing within 21 days of the incident.

This Code applies throughout the club premises, course, facilities and whilst representing the club at away events.

There are separate codes of conduct for juniors and parents/carers