

Code of Conduct for Adults: NEW MILLS GOLF CLUB

All members of 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.

Staff, Members and Visitors will be expected to:

- Help to 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 remains so and 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 Management Team: secretary@newmillsgolfclub.co.uk

Examples of unacceptable conduct:

- Any form of verbal, physical, sexual and emotional abuse including harassment or bullying
- Verbal abuse or harassment towards staff and other workers at the club
- Criticism of staff when playing on the course
- Offensive and insulting written / email communications to staff, workers, committee representatives 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 (vaping) or consuming illegal or performance enhancing drugs or stimulants
- Excessive foul language and loud swearing, in particular in the clubhouse and on the course
- 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

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

Version 1 / 17 June 2024 (JF/JC)