

Rotorua Golf Club Inc

Club Members' Code of Conduct

Introduction

1. Under clause 27.2 of the Club's Constitution the Board has the power to adopt a policy or bylaw relating to a range of matters.
2. This Code has been adopted by the Board, pursuant to such power, to inform members of the standards of behaviour expected and required of them.
3. A failure to comply could result in a member facing disciplinary action and, depending on the seriousness of the breach, potential suspension or termination of membership.

Scope of Code

4. The Code applies to members whenever they are:
 - on the Club's premises; or
 - participating in competitions at other courses, whether or not as a Club representative; or
 - otherwise representing the Club.

5. A Club member is required to comply with certain standards of behaviour that reflect not only the traditions and sportsmanship associated with the game of golf but also courtesy and respect for all fellow Club members, visitors, staff and members of the public.

6. By way of example only, this Code will apply to:

- any failure to comply with the rules applying to any competition.
- any significant failure to comply with the spirit and traditions of the game of golf.
- any significant unsportmanslike conduct or unnecessary gamesmanship.
- any foul or abusive language.
- any physical violence or threatening behaviour.
- any sexual harassment, exploitation or misconduct of any kind.
- any form of other criminal offending.
- any other behaviour which adversely affects the good name and reputation of the Club.

7. The Board is particularly concerned with inappropriate behaviour towards those in a vulnerable position, including Club staff and younger Club members. So far as Club staff are concerned, the Club has a legal duty as their employer to ensure that they have a safe and

secure working environment. So far as younger Club members are concerned, they are the future of the game and should be able to participate in Club events in a safe and welcoming environment.

8. Any member who is witness to any breach or possible breach of this Code is expected to report such breach (a complaint) to the Men's or Women's captain, as applicable, where the breach relates to either any failure to comply with the rules applying to any competition or any significant failure to comply with the spirit and traditions of the game of golf or any significant unsportmanlike conduct or unnecessary gamesmanship. Any other breach or possible breach should be reported to the Board.
9. Any complaint should be made in writing unless either the sensitive nature of the breach (for instance where there may be alleged criminal offending) makes an initial oral complaint more appropriate or an initial oral complaint is pragmatically required in the course of a Club competition.
10. The Board may require an oral complaint to be put in writing at a later date before considering what course of action is appropriate.

11. Any complaint should be promptly made following the occurrence of the alleged breach of this Code , and in any event within 7 days. However the Board may ,at its discretion , waive such time limit and investigate a complaint when it considers there is good reason for the delay in the complaint being lodged.

12.The Code shall be interpreted in a manner as best achieves its purpose and as the relevant circumstances may require. By way of example only, the obligation to treat Club staff with respect applies equally to the staff of any other club that a member may visit. The Board shall have the sole power to determine whether or not the Code applies to any particular circumstances.

Procedure for dealing with an alleged breach of the Code

13.The Board shall investigate any alleged breach of the Code in accordance with the rules of natural justice and pursuant to the powers conferred on it by the Club's Constitution.

This Code shall take effect from 12 October 2021.