



Golf Wellington Incorporated

GOLF WELLINGTON INCORPORATED CODE OF CONDUCT

A. Purpose: To ensure that players and spectators, participating in and attending Golf Wellington (GW) Events, Interclub Competitions, Representative teams and at any other time:
"Maintain the Spirit of the Game, display appropriate Player Conduct and adhere to the Rules of Golf as prescribed in the **Official Guide to the Rules of Golf 2019.**"

B. Golf Wellington Inc has these general examples of unacceptable Conduct (but not limited to)

1. Failure to comply with Tournament Officials
2. Abuse of equipment
 - a. Throwing clubs
 - b. Breaking clubs
 - c. Use of club other than within the intentions of the game e.g. damaging trees
3. Deliberate damage to a golf course
4. Entering a tournament then failing to appear or failing to advise of unavailability
5. Any misuse of drugs or alcohol. In Golf Wellington Inc Interclub, Tournaments and Representative Team matches, there is to be no consumption of alcohol during play or on the golf course, by players or spectators. Alcohol, purchased either at the club or brought onto the facility, is not permitted anywhere on the course ie. anywhere other than on the premises and the immediate surrounds as described by the club's licensing guidelines.
6. Discourtesy to a service provider, including accommodation, transportation, billets etc.
7. Verbal abuse or verbal harassment.
8. Sexual abuse or sexual harassment
9. Theft, assault or any other criminal conduct

C. Representative Team Situation (in addition to A & B)

1. Behaviour bringing the Team or Association represented into disrepute
2. Failure to follow Instructions from the designated team management
3. Failure to wear the team uniform
4. Breach of any "Representative Player" agreement
5. Breach of Media or Social Media guidelines

D. Golf Wellington Interclub (in addition to A & B)

1. Team Managers or Captains are responsible for the Conduct of their teams and should ensure the players in their team are made aware of the Code of Conduct at the beginning of the season.
2. Host Clubs and Team captains on match day, in the first instance, should report any occurrences of misconduct to the General Manager of Golf Wellington.
3. Any penalties for breaching the Code of Conduct, if proven, will be applied as a team Penalty.

E. Golf Wellington Events: Individual Players (in addition to A & B)

Individuals are representing their Clubs in the first instance, and at District Events are responsible to their Club and to Golf Wellington Inc for their conduct.

F. Penalties

In the event of any matter which is a breach of the Code of Conduct the following penalties may be imposed.

1. A letter of warning or censure
2. Removal from a team
3. Removal of benefits or exclusion from a development team
4. Suspension from participation in National, District or Club events for a specified period
5. A total ban from the game for a specified period
6. A fine
7. Any other penalty deemed appropriate by the Board of Golf Wellington Inc, Code of Conduct Committee:

The GWI Code of Conduct Committee is made up of a Code of Conduct Chair and 2 members of the Golf Wellington Match Committee.

G. Procedure:

1. The GWI Code of Conduct Committee shall develop such procedures for hearing and determining breaches of Code of Conduct as it sees fit.
2. Complaints are to be made in writing to the General Manager of Golf Wellington in the first instance, within 2 working days of the event occurring.
3. On receipt of the complaint the GW General Manager will acknowledge receiving said complaint, and pass on to the Code of Conduct Committee.
4. If the matter is of a minor nature, the GWI Code of Conduct Committee may dismiss the complaint or deal with it by the way of a warning or reprimand, whereupon the matter will be closed.
5. Otherwise the GWI Code of Conduct Committee will carry out a preliminary investigation and gather all the facts regarding the complaint. This may include interviewing or obtaining a written report from the person or persons subject of the complaint, or the complainant.
6. The GWI Code of Conduct Committee will gather all these facts and evidence as is reasonably available and within ten working days of the complaint notice being received.
7. If the complaint is deemed to be Serious Misconduct, then the player is required to stand down from Interclub, District and National Events, until the complaint is resolved.

H. Hearings

1. Notice of any hearing by the GWI Code of Conduct Committee shall be given, in all cases of a complaint, to the person or persons who are the subject of the complaint, and the complainant.
2. The notice shall specify the date, time and place fixed for the hearing and shall be accompanied by such material as will give the person to whom it is sent, adequate notice of the subject matter of the hearing. The hearing shall be as soon as practicable.
3. The notice shall advise parties to whom it is sent, of the proposed manner in which the hearing will be conducted. The hearings shall be in private with only the person or persons concerned and their representative(s) and in the case of Age Grade Golfers their guardians, together with the GWI Code of Conduct Committee and any GWI Board members who will be present.

I. Appeals

1. Any appeal against any penalties imposed is to be made to the Board of Golf Wellington Inc and an Appeal Committee will be formed to hear the appeal.
2. The appeal committee will made up of the Chair of the GWI Code of Conduct Committee, a person independent of the GWI Board and a representative of the Club of the player(s) involved.
3. The appeal committee will decide whether an appeal is to be held and if so will advise of the time, date and if any other information is required
4. If it is decided an appeal is not to be held, that is the end of the matter.