



Wellington Golf Incorporated

WELLINGTON GOLF INC. CODE OF CONDUCT

A. Purpose: To ensure that players participating in Wellington Golf Inc (WGI) 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. Wellington Golf 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 WGI Interclub, WGI Tournaments and WGI Representative Team matches, there is to be no consumption of alcohol during play or on the golf course.
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. 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 Operations Manager of Wellington Golf
3. Any penalties for breaching the Code of Conduct, if proven, will be applied as a team Penalty.

E. 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 Wellington Golf 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 Wellington Golf Inc, Code of Conduct Committee:

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

G. Procedure:

1. The WGI 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 Operations Manager of Wellington Golf in the first instance, within 2 working days of the event occurring.
3. On receipt of the complaint the WGI Operations 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 WGI 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 WGI 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 WGI 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 WGI 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 Junior Golfers their guardians, together with the WGI Code of Conduct Committee and any WGI Board members who will be present.

I. Appeals

1. Any appeal against any penalties imposed is to be made to the Board of Wellington Golf Inc and an Appeal Committee will be formed to hear the appeal.
2. The appeal committee will made up of the Chair of the WGI Code of Conduct Committee, a person independent of the WGI 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.