

## **MEMBERS, GUESTS, VISITORS CODE OF CONDUCT - 2023**

### **Mission statement**

Peebles Golf Club provides access to golf for players of all standards in a friendly and welcoming atmosphere that does not discriminate on the grounds of gender, age, race, religion or belief, sexual orientation or disability. Our members' needs are prioritised first and foremost, our sponsors enjoy the benefits of being associated with the Club, guests and visitors are welcomed, and all enjoy our course, clubhouse, bar and catering services.

### **Equality statement**

Peebles Golf Club is committed to the equitable and fair treatment of all members, guests, visitors, volunteers and present and potential employees. We are determined to ensure that every person regardless of disability, age, gender, sex, sexual orientation, race, colour, nationality, ethnic origin or religious conviction has a genuine opportunity to participate to their full potential at all levels and in all roles within the Club.

### **Members, guests, and visitors – Code of Conduct**

Peebles Golf Club deems that upon payment of membership or green fees, all members, guests and visitors have given their consent to be bound by both the restrictions and penalties imposed by this code of conduct. Members shall be liable for any breach committed whether by themselves or their guests. The intention of this is to establish clear and acceptable behaviour expectations for Peebles Golf Club members, guests, and visitors. It is not intended to restrict the rights of anyone but rather to ensure that all can expect to be treated with respect while enjoying the Peebles Golf course and clubhouse experience.

### **Responsibilities**

Members must always act within the Club's Articles of Association together with its rules, byelaws, policies and procedures. These can be found on the Club website and are available, on request, from the Secretary Manager's office.

No member shall be absolved from their effect on any allegation of not having received a copy.

Members shall be respectful to all those they meet at Peebles Golf Club.

Members shall respect diversity, different roles and boundaries, and avoid giving offence.

Members shall not engage in any form of sexual, racial, religious discrimination or harassment.

Members shall not conduct themselves in any rude or immoral manner, including the use of profane language, gestures, insults or other such misbehaviour.

When using social media in connection with the Club, its officials or members, this shall not be done in a manner which could be deemed offensive.

Members are asked to consider the impact of publicly expressing negative views relating to the Club, its officials, or members on social media.

Any such issues should be raised in line with the process outlined in this Code of Conduct for dealing with complaints and protests. In no case shall an employee of the Club be reprimanded directly by a member or entitled to enter into discussion with a member on any instructions passed to them by the Board of Directors. As well as avoiding actual impropriety, members shall conduct themselves in a manner which does not tarnish or undermine the reputation of the Club and shall not take part in any activity which is in conflict with the objects of the Club, or which might damage the reputation of the Club.

#### **On the course**

Avoid slow play, apply ready golf principles and allow other golfers to play through as appropriate.

Adhere to the dress code and observe proper golf etiquette as well as R&A and local rules of the course.

Respect the rights of other players and golf course staff. Golf course staff always have right of way when actively engaged in work on the course – do not play your ball if there is any risk to staff or equipment.

Respect the golf course and golf buggies and obey all signage on the golf course.

Take pride in the physical appearance of the golf course as it is reflective of you as a member.

Replace divots or use seed mix, rake bunkers and fix pitch marks.

Act honestly on all occasions during play.

Conduct yourself in a sportsmanlike manner and do not knowingly cheat, throw clubs, disrespect employees, officials or fellow competitors.

Mobile phones must be switched to silent on the golf course.

#### **In the clubhouse**

Respect clubhouse facilities.

The use of foul or abusive language such as swearing has no place in the clubhouse and any member heard using unacceptable or offensive language will be asked to either stop or leave the premises.

Where someone is observed to be consistently using bad language after being warned, then their continued membership will be reviewed accordingly.

Whilst fully acknowledging that adult banter can contribute to a vibrant atmosphere amongst members, these rules are to safeguard others who should not have to hear language that they would not personally use and which may make people feel uncomfortable.

Smoking or the use of e-cigarettes is not permitted within any of the Club buildings.

Be considerate towards others when using mobile phones in the clubhouse.

**Reporting procedure**

Any alleged or perceived violation of this Code of Conduct should be made in writing, by email or letter, addressed to the Secretary Manager.

The Secretary Manager shall submit all allegations to the Board of Directors for consideration at a properly convened meeting, or earlier if required.

**Disciplinary procedures**

The Board of Directors undertake to investigate any such allegation promptly, and take appropriate action based on the findings of that investigation. The sanctions open to the Board of Directors include suspension or termination of membership, and a formal interview, depending on the conclusion of the investigatory process.

APPROVED BY BOD 05 SEPTEMBER 2023