



## Goonawarra Golf Club –

### Code of Conduct and Disciplinary Procedure

#### **Code of Conduct**

All Members must adhere at the Code of Conduct all times and accepted the club's standards of behaviour and sportsmanship. In order to ensure proper standards of behaviour while in our club, member, guest or visitors who commits an offence under this Code will face disciplinary proceedings. This Code of Conduct applies to all members, guest and visitors of the Goonawarra Golf Club.

#### **Behaviour**

1. A person must not physically or verbally confront, abuse or assault, members, staff members, guest or visitors of the club.
2. A person must not harass, intimidate, bully, discriminate or racially vilify, members, staff members, guest or visitors in any way while on club premises.
3. Behave in a manner that brings the club into disrepute or is detrimental to the reputation and good name of the Goonawarra Golf Club.
4. A person must not wrongfully or willingly cause damage to any part of Goonawarra Golf Club's facilities including (but not limited to), the
  1. The clubhouse including its buildings, furniture, and furnishings
  2. The course including greens, tees, fairways signs and markers
  3. Driving Range furnishings, mats, balls, dividers.
5. A person must not wrongfully or willingly remove or damage property belonging to the club, another member, staff member, guest, or visitors of the club.

Goonawarra Golf Club is aligned to the Golf Australia National Integrity Framework Member Protection Policy, all associated State & Federal Acts and policies designed to protect members, visitors, and staff alike during disciplinary proceedings and can be located on the Goonawarra Golf Club Website:

Our Club > Policies > National Integrity Policy and the attached link <https://www.goonawarragolfclub.com.au/privacy>

#### **Disciplinary Procedure**

1. All incidents must be reported in writing and directed to the General Manager.
2. The General Manager will refer the incident to the club's judiciary committee chairman for review.
3. Upon receiving a report, the judiciary committee chairman will determine whether to conduct an investigation interviewing all relevant parties and provide a detailed report to the General Manager

- a. if in the course of such investigation it is evident that, in the opinion of the judiciary committee chairman, an offence has occurred the matter will proceed to a judiciary committee for review.
  - b. if in the course of such investigation it is evident that, in the opinion of the judiciary committee chairman, no further action is required, a report will be given to the General Manager within 48 hrs. for review.
  - c. If the General Manager determines an investigation is warranted, the matter will be referred to the clubs committee for review.
4. If A judiciary hearing will be held within 7-days.
5. If the judiciary committee determines
  - a. a breach has occurred an appropriate penalty may be imposed.
  - b. A warning is all that is required, or
  - c. No action is required.
6. The judiciary committee will determine an appropriate penalty.
7. The penalty will be communicated to all relevant parties.

### **Disciplinary Obligations**

1. A member must not fail or refuse to co-operate with, or obstructs, any investigation by the investigative judiciary committee.
2. A member must not fail or refuse to co-operate with, or obstructs, a hearing by the judiciary committee or the appeal tribunal.

### **Appeal Procedure**

The appeal procedure for determination of breach by a Member.

1. The respondent must give written notice of his/her appeal to the Club within 48 hrs. after the respondent has been informed of the Determination.
2. If the letter of appeal is not received by the Secretary/Treasurer of Club within the relevant time period, the right of appeal will lapse.
3. The sole grounds of appeal to the Appeal Tribunal are that the:
  - a. Code was not properly followed or implemented; or
  - b. disciplinary measure(s) imposed is (are) unjust and/or unreasonable; or
  - c. determination was affected by bias.

The Appeal Tribunal will convene a hearing as soon as practicable at the discretion of the club's judiciary committee, but no more than seven (7) working days, after the submission of appeal by the appellant. The Appeal Tribunal will give its decision as soon as practicable after the hearing and will provide the Club's General Manager and the appellant with the decision.