



GRANGE & BROUGHTY GOLF CLUB

STANDING ORDER NUMBER 3/20

CODE OF CONDUCT FOR MEMBERS

Standing Order under authority of Articles of Association Paragraph 20

Content of Standing Order based on Articles of Association Paragraph 11

This Standing Order was circulated by email to all Board members, and approved on 21 September 2020

GRANGE AND BROUGHTY GOLF CLUB

STANDING ORDER NUMBER 3/20

CODE OF CONDUCT FOR MEMBERS

1. Standards of conduct

1.1 All Grange and Broughty Golf Club members, all staff, and all visitors to the clubhouse have the right to be treated with dignity and respect at all times.

Grange and Broughty Golf Club recognises this responsibility, and the Board, on behalf of the club, will ensure that at all times members behave appropriately and correctly.

It is expected that members will positively support this Code of Conduct in dealing with other club members, staff members and visitors to the club.

It is the responsibility of club members and staff to report immediately any improper conduct or offensive behaviour to any member of the Board.

1.2 Examples of conduct which are deemed inappropriate and covered by this Code of Conduct are as follows –

- Bullying or harassment or inappropriate behaviour towards other club members, staff or visitors to the club; in particular inappropriate conduct on account of gender, religion, race, age, sexual orientation, or disability.
- Wilful damage to club property.
- Fraud or theft from the club.
- Conduct within or outwith the club, which adversely affects the image and reputation of the club e.g. serious criminal prosecution.
- Cheating within the game of golf.

The above list is not exhaustive.

2. Complaints from members

Where the alleged breach of the code of conduct results from a complaint by a member, that complaint must be given in writing and lodged by the complainer with the Secretary or Captain within 7 days of the alleged incident or grounds for complaint. The complaint will be passed to the member, and a response will be requested within 7 days.

3. Dealing with breaches of the code of conduct

3.1 In dealing with alleged breaches of the code of conduct, which are not considered to be serious breaches, the Captain or Vice-captain may discuss the matter with the member and resolve the matter informally.

3.2 Where it is considered that the alleged breach of the code of conduct is sufficiently serious by the Captain or Vice-captain, then a formal disciplinary procedure involving a hearing of the case may be initiated. In the case of an extremely serious offence e.g. an alleged physical assault, a member may be given an immediate suspension by the Captain or Vice-captain until a disciplinary hearing can be arranged.

The member will be advised in writing of the alleged breach of the code of conduct and advised of the complaint against him/her.

- The member will be invited to attend a disciplinary hearing; the Disciplinary Committee will comprise up to 3 members of the Board who have not been involved in the case previously.
- The member will be entitled to be advised 14 days in advance of the date and time of the hearing.
- The member will be entitled to be represented (legal or otherwise) at the hearing.
- The member will be entitled to state his/her case, call relevant witnesses and provide evidence at the hearing.
- If the member elects not to attend the hearing without good reason, the Disciplinary Committee may proceed in his/her absence.
- The Disciplinary Committee will decide on the basis of the evidence supplied; either a unanimous or a majority decision with the Chair holding a casting vote if no majority is reached.
- Notification of the decision, including any sanctions, will be given to the member within 7 days of the hearing.

Appeals procedure –

- An appeal must be lodged in writing by the member within 7 days of the notification of the decision made at the hearing.
- The member will be invited to attend an appeal hearing; the Appeals Committee will comprise up to 3 members of the Board who have not been involved in the case previously; the appeal hearing procedures will be the same as for the hearing procedure above.
- The Appeals Committee has the power to increase, decrease or accept any penalties previously imposed. The decision of the Appeals Committee is final and binding.

Penalties –

If a complaint is proved against a member, the Disciplinary Committee and the Appeals Committee shall have the power to impose the following penalties –

- Reprimand / warning
- Suspension from club membership for a specified period of time (including competition)
- Suspension from specified club activities for a period of time or permanently
- Expulsion from club membership on a permanent basis
- Forfeiture of any competition prizes
- A combination of any of the above.

4. Dress Code

A number of golf clubs have strict dress codes relating to the wearing of jeans, hats etc. in the clubhouse. Grange and Broughty Golf Club's dress code is intended to be informal and relaxed. However, inappropriate dress which could cause offence, such as football tops or shirts with unsuitable slogans are not acceptable.

