



CODE OF CONDUCT

Date Created	March 2022	Last Reviewed	
		Next review Scheduled	April 2023

This Code of Conduct applies to all Members, staff and visitors of the Eastwood Golf Club and applies in all instances when the Member is at the facility or is representing the Club in any capacity at any other venue. Members will also be accountable for the behaviour of their guests.

All Members, Visitors and Guests must adhere at all times to commonly accepted standards of golfing etiquette and sportsmanship. To ensure proper standards of behaviour whilst at Eastwood Golf Club, a person who commits an offence under this Code will face disciplinary proceedings.

1. DEFINITIONS	
Term Definition	In this code, unless the context otherwise requires:
Appeal Panel	means the Panel referred to in Attachment A of this document
Board	means the Board of Directors of Eastwood Golf Club Pty Ltd
Caddie	means the definition as per the Rules of Golf
Club	means the Eastwood Golf Club Pty Ltd
Club Representative	means Teams or Players selected by the Club to represent the Club at events.
Code	means this Code of Conduct
Competition	means any Championship event, competition, pennant match, practice session or other major competition or activity, conducted or sanctioned by the Club.
Facility	means the whole of the golf course, bowls area, club house, carparking area(s) and any practice area(s).
Investigative Officer	means a person appointed by the Board to administer a report
Notice	means a notice in writing by letter, facsimile, other written means of communication, or email.
Player	means a player or participant in a competition. Player also includes a caddie and/or parent
Report	means any oral or written statement (including by email) by any person, of an alleged offence by a person under this Code.

An act is deemed to occur during a competition or, at any time whilst on or within the club premises, if it occurs:

- a) At any time, day or night while on Club premises
- b) Whilst representing the club
- c) Whilst at a host golf club

2. OFFENCES

2.1 A person is guilty of a Category A offence under this Code if the person:

- a) Physically or verbally, assaults or abuses, or discriminates against in any way, another member, staff member, guest or visitor. Including via social media.
- b) Racially vilifies a player, another member, staff member, guest or visitor while within the facility. Including via social media.
- c) Wrongfully damages any part of the facility, including the course, signs, markers and the clubhouse or its furniture and fittings.
- d) Wrongfully removes or damages property belonging to another member, guest or visitor.
- e) Deliberately breaks a Rule (as defined in the Rules of Golf).
- f) Deliberately returns a false score card.
- g) Fails or refuses to co-operate with, or obstructs, any investigation by the Investigative Officer.
- h) Fails or refuses to co-operate with, or obstructs, a hearing by a Disciplinary Panel or an Appeal Panel.
- i) Behaves in a manner detrimental to the good name and reputation of the Club; or brings the game of golf into disrepute.

2.2 A Person is guilty of a Category B offence under this Code if the person:

- a) In relation to a competition, publicly criticises:
 - i. the competition golf course.
 - ii. the competition itself.
 - iii. the organisers of the competition.
 - iv. the sponsors of the competition; or
 - v. any official supervising or organising the competition during a competition.
- b) Throws or deliberately, breaks golf equipment (including golf balls) during a competition.
- c) Uses abusive or profane language towards another player, an official, or other person during a competition.
- d) Utters audible obscenities during a competition.
- e) Behaves in a manner that may be detrimental to the performance of other players.
- f) Brings the game of golf into disrepute.
- g) Fails to report a breach of this Code by another player

2.3 **A Person is guilty of a Category C offence if the person:**

- a) Fails to comply with the Rules of Golf with respect to Section I – Etiquette. (NB Etiquette includes the continual failure to fill in divots or repair pitch marks as defined within the Rules of Golf).
- b) Continually fails to play without undue delay.
- c) Fails to wear appropriate golf attire as required by the local dress code.
- d) Continues to use profane language after verbal warning.
- e) Makes disparaging remarks about, or personal insults to, another person.
- f) Continually fails to notify the Club of their intention not to turn up for their booking, without good reason.
- g) Fails to notify their playing partners in a team event, of their intention not to play, without good reason.
- h) Abuses the bunkers by;
 - i. entering down the bunker wall rather than at the grass tongue or the lowest point.
 - ii. fails to properly rake foot marks or divots.
 - iii. fails to properly lay the rake in the base of the bunker in line with the fairway.

2.4 **If a Person commits** two or more Category C offences, the person is deemed to have committed a Category B offence and is subject to the penalties prescribed for a Category B offence. **If a Person commits** two or more Category B offences, the Person is deemed to have committed a Category A offence and is subject to penalties prescribed for a Category A offence.

2.5 **Subsequent breaches** of the Code within a 24-month period will result in a penalty prescribed for the Category one above the highest Category of the previous breach. For sake of clarity, should a member commit a Category B offence originally, and then commits a Category B offence 6 months later, the Member is deemed to have committed a Category A offence and is subject to penalties prescribed for a Category A offence. Should the original breach be a Category A offence, the penalty imposed will be as the Board approves.

3. **DISCIPLINARY PROCEDURE**

3.1 Any written Report made under this Code by any person, to the Board (or any member of staff), must be referred to an Investigative Officer and upon recommendation to a Disciplinary Panel.

3.2 Upon receiving a report under clause 3.1, the Investigative Officer must determine whether:

- a) No further action should be taken, or
- b) If during such investigation it is evident that, in the opinion of the Investigative Officer, a breach has occurred, an appropriate penalty may be imposed.

- 3.3 Should the offence be considered to have an appropriate penalty as per Clause 3.2 b), then the Person is to be afforded due process and:
- a) Presented with the details of the offence.
 - b) Permitted to present his/her explanation.
 - c) The Disciplinary Panel will consider all the facts when issuing the appropriate penalty; and
 - d) The penalty will be communicated to the Person by notice in writing from the General Manager.

4. PENALTIES

- 4.1 If a member is found guilty of a Category A offence, any of the following penalties, a minimum of 3 months and not normally exceeding more than 2 years duration, MAY be imposed:

- a) Disqualify the Member from the competition.
- b) A recommendation that the member attend appropriate counselling sessions as specified by the Board.
- c) A recommendation to the member's membership be suspended for a set period of time.
- d) A recommendation to Golf Australia seeking suspension of the member's Australian Handicap.
- e) Suspension from any club representative team or squad.
- f) In the case of an offence under clauses 2.1(c) or (d) of this Code, a recommendation that the member should pay compensation to the member, official, tournament organiser or Club who suffered loss as a result of the accused Member's conduct, or
- g) Such other penalty as determined from time to time.

- 4.2 If a member is found guilty of a Category B offence, any of the following penalties, minimum 1 month but not more than 3 months for any one offence, may be imposed:

- a) Disqualify the Member from the competition.
- b) A recommendation that the member attend appropriate counselling sessions as specified by the Board.
- c) A recommendation to Golf Australia for suspension of the member's Australian Handicap.
- d) A recommendation to Golf Victoria for the member to be suspended from the State Squad (if applicable); or
- e) Such other penalty as determined from time to time.

- 4.3 If a member is found guilty of a Category C offence, any of the following penalties may be imposed:

- a) A severe reprimand.
- b) A recommendation that the Member attend appropriate counselling sessions as specified by the Board; or
- c) A recommendation to Golf Australia for suspension of the member's Australian Handicap (recommendation: no more than 1 month);
- d) Such other penalty as determined from to time.

- 4.4 If a Visitor or Guest is found guilty of a Category A, B or C offence, the Investigative Officer in conjunction with the Board, may determine such penalty in keeping with this code.

5. APPEAL PROCEDURE

The appeal procedure for determination of breach by a Member, Visitor or Guest is detailed in Appendix A of this document

6. CENTRAL REGISTER

- 6.1 Golf Australia will retain a record of all serious breaches that have been found against a member, the results of any appeals from such findings and any pending appeals. The Club will forward for lodgement with Golf Victoria the details of any breaches that have been found against a member, the results of any appeals from such findings and any pending appeals.
- 6.2 Where a member commits a breach, the Club must forward a copy of the Notice and any notices of appeal in relation to the breach to Golf Victoria to be dealt with in accordance with clause 6.1 above.
- 6.3 A breach is only to be kept on a member's record for a period of 24 months from the date such breach was committed or, 12 months after the period of which the member's penalty expired. In the case where the breach is the subject of an appeal, from the date the appeal is upheld.
- 6.4 The Club will comply with the Privacy Act (1988) when collecting or receiving information under this Code.

Attachment A – Eastwood Golf Club Code of Conduct

NB. The initial determination applies until an appeal is heard and continues to apply if the Appeal Panel affirms or agrees with the Determination.

5.4. [Appeal against termination or suspension of membership](#)

- 5.4.1. A person whose membership has been terminated or suspended may give the General Manager written notice of their intention to appeal against the decision.
- 5.4.2. A notice of intention to appeal must be given to the General Manager within seven days after the person receives written notice of the decision.
- 5.4.3. Within seven days of the General Manager receiving a notice of intention to appeal, an Appeals Panel shall be constituted by up to three people.
- 5.4.4. In the event of expulsion or suspension of more than 3 months the Member may appeal the Committee's decision by lodging in writing with the Secretary within 48 hours of the Committee's decision and may elect to have such appeal dealt with by the Club in General Meeting and in that event, a General Meeting of the Club shall be called for the purpose and if at the meeting such a resolution be passed by a majority of two-thirds of those present and voting (such voting to be taken by ballot) the Member concerned shall be punished accordingly.
- 5.4.5. In the event of an incident of gross misconduct, including sexual harassment, physical violence, damage to Club property or theft, the Committee may have good reason to believe that the Member should not be allowed to remain on the Club's premises and in such situations the Committee has the power to invoke an immediate suspension of Membership which will remain in force until the Committee meets to consider the allegations against the Member. The Committee must meet to resolve the matter within 14 days of the date of the immediate suspension.

5.5. [Appeals panel to decide appeal](#)

- 5.5.1. The appeals panel must hold the appeal meeting within 28 days after the General Manager receives the notice of intention to appeal.
- 5.5.2. At the meeting, the member must be given a full and fair opportunity to show why the membership should not be terminated or suspended.
- 5.5.3. Also, the Board must be given a full and fair opportunity to show why the membership should be terminated or suspended.
- 5.5.4. An appeal must be decided by a majority vote of the members of the appeals panel.
- 5.5.5. Where a decision of the Board to terminate or suspend a member's membership is set aside by the appeals panel, the member shall be reinstated to the member's former level of membership without payment of any further fee.

Document Creation & Review

Created	Author/s	Acceptance	Review
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