

**Elsham Golf Club Code of Conduct**

The aim of this code of conduct is to ensure that Elsham Golf Club members and visitors can enjoy their time here abiding by and playing in the spirit of the rules of golf as set out by England Golf and the R & A.

Elsham 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 & visitors are welcomed, and all enjoy our course, professional, bar and catering services

**Equality Statement**
Elsham 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**
Elsham 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 Elsham Golf Club members, guests and visitors,
It is not intended to restrict the rights of anyone but rather to ensure that all members, guests and visitors can expect to be treated with respect while enjoying Elsham golf course and clubhouse.

**Responsibilities**

* Members must always act within constitution & bye-laws, club policies & procedures. These can be found on the club website and are available on the notice board or on request from the office. No member shall be absolved from their effect on any allegation of not having received a copy.
* Be respectful to all those you come into contact with at Elsham Golf Club. Respect diversity, different roles and boundaries, and avoid giving offence. Do not engage in any form of sexual, racial or religious discrimination or harassment. Do not conduct yourself in any rude or inappropriate manner, including the use of foul language likely to cause offence, gestures, insults or other such misbehavior.
* Do not verbally or physically threaten or slander others, either personally or through social media. When using social media in connection with the club, its officials or members, do so in a manner which could not be deemed offensive.
* In no case shall an employee of the club or volunteer be reprimanded directly by a member or entitled to enter discussion with a member on any instructions passed to them by the Club Committee or Management Board.
* As well as avoiding actual impropriety, conduct yourself in a manner which does not damage or undermine the reputation of the Club (especially when you are representing the club) and do 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.

**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 consistently using foul or abusive language after being warned then their continued membership will be reviewed accordingly. Whilst fully acknowledging that adult banter contributes to increasing a healthy atmosphere amongst members, these rules are to safeguard others who should not have to hear language that they would not personally use or make people feel uncomfortable.
* Smoking or the use of e-cigarettes is not permitted within any of the club buildings ie only in designated areas.
* Be considerate towards others when using your Mobile phone in the clubhouse.

**Complaints & protests**
All complaints must be made in writing addressed to the Chairman (or Manager) and signed by the person complaining. The Chairman (or Manager) shall submit all complaints and protests to the Club Committee for consideration at a properly convened meeting or earlier if required. The decision of the Club Committee shall be final and binding upon all concerned.

Club Committee Jan 2021