



## Code of Conduct

### Members and Guests

The Code of Conduct has been developed to ensure a safe, friendly and respectful place for members, guests and staff to gather in the spirit of cooperation, relaxation, good will, fun and friendly competition.

The Code of Conduct differs from rules in that it addresses acceptable/unacceptable behavior.

All members and guests of Picton Golf & Country Club are expected to conduct themselves in a manner that:

- Creates an environment and culture that is reflective of the personal integrity and respect taught in the rules of golf where it is written that we are capable of enforcing rules upon ourselves with honesty, integrity and good sportsmanship. This same integrity, honesty and goodwill are expected whether on the golf course or in the Clubhouse.
- Is free of discrimination or any form of harassing behaviour including sexual harassment.
- Acknowledges Picton Golf & Country Club (PGCC) as a family friendly environment and, therefore, refrains from using obscenities and loud boisterous behaviour inappropriate for children and respectable taste.
- Observes proper etiquette on and off the course and Clubhouse.
- Is reflective of being an Ambassador for PGCC when out in the community, at other clubs and/or at PGCC, and that understands we are all representatives of Picton Golf & Country Club.
- Shows the utmost respect and dignity to fellow members, staff and guests.
- Does not damage the character, integrity, goodwill, property and community view (local and/or the broader community) of PGCC and/or staff.
- Is reflective of an adherence to ALL club rules and procedures including but not limited to:
  - Sign-in procedures in the Pro Shop.
  - Compliance with guidelines, local rules and daily special instructions regarding rental, safe operation and on-course use of power carts, including adherence to directives outlining areas where usage is prohibited.
  - Use and proper care of putting green.

- Displays pride in the physical appearance of PGCC and understands that this is a reflection of its members..
- Demonstrates an understanding that members and guests have no authority to instruct staff in job performance and duties.
- Understands that the Club Management is responsible for instructing the staff in the performance of their duties.
- Is vigilant in reporting real or perceived safety hazards to staff and/or Board of Directors.
- Agrees to adhere to all PGCC rules and policies, including the Consumption of Alcohol policy.
- Understands the accepted venues whereby members may make suggestions to the Board of Directors regarding the operation of the club for the betterment of the Club.
- Does not create unnecessary strife and divisiveness through any manner.
- Does not misrepresent their position and/or authority to others.
- Follows guidelines for proper attire of Members and Guests per the Club's Dress Code Policy.

Any Member of Picton Golf & Country Club found to be in violation of the Code of Conduct may be referred to the Disciplinary Committee and be subject to sanctions as per PGCC By-Law 1.19 (Revised 2013), which states:

Any member may be suspended or expelled from the Club for unseemly conduct upon a vote of three quarters of all the directors in a meeting duly called for such purpose. Such member shall be entitled to prior written notification of the particulars of his conduct, the date and location of such meeting and his right to be present and to make representations thereat.

Any guests of Picton Golf & Country Club, on the golf course, in the Clubhouse or elsewhere on the property, found to be in violation of the Code of Conduct may be subject to restrictions in use or attendance at any or all events at The Club.