



Sanctions Policy

Code of Conduct Violations

Members and Guests who are in violation of the Code of Conduct may be subject to sanctions and penalties as established by the Board of Directors and as outlined in the Club Bylaws. This may include suspension of rights and privileges and/or termination of membership for members who are in violation and termination of playing privileges and rights to attend on the property of the Club for guests who are in violation.

Disciplinary Committee

The Disciplinary Committee, will be established to review, investigate and adjudicate all violations of members and guests. Participation on the Disciplinary Committee will be comprised of 5 Club members, including the Director of Health/Safety and Human Resources as its Chair. Participation on the committee will be reviewed annually by the Board of Directors.

Disciplinary Review Process

- All complaints will be directed to the Chair of the Disciplinary Committee, including those received by or forwarded to the Board of Directors.
- The member or guest accused of a violation will be notified of the complaint and given the opportunity to respond. Failure to respond may result in the application of penalties or sanctions.
- The Disciplinary Committee may also work to resolve an issue or may initiate a reprimand.
- Any recommendation involving termination or suspension of privileges or membership will be referred to the Board of Directors for final decision. The Board of Directors will allow the accused member or guest a further opportunity to appear and respond.
- Failure to appear may result in the application of penalties or sanctions.
- All decisions, penalties and sanctions will be communicated in writing to the offender
- The Disciplinary Committee will advise the Board of Directors should legal representation be recommended for the resolve of any issue.

Disciplinary Sanctions

Penalties and sanctions will be applied as warranted, based on the severity, and/or repeated nature of the violation and include (but are not limited to):

- Issuance of a verbal or written warning to the member or guest
- Suspension of playing privileges for a set duration for the member or guest
- Termination of membership if the offender is a member
- Removal of all playing privileges if the offender is a guest.
- Termination of the right to attend on the property of the Club.

Other Considerations

- The member or guest will continue to enjoy all membership or guest privileges until a final decision is reached and communicated.
- All violations of the PGCC Code of Conduct shall be cumulative. Actions, letters and past decisions will be retained in file by the Disciplinary Committee.
- Members or guests who have been terminated or suspended may not attend the property of the Club as a guest of another member.

In the event of termination of membership, pro-rated refunds will be issued for current fees paid.