



Since 1899

Castlemaine Golf Club

Code of Conduct for Members, Guests and Visitors

The Code of Conduct provides members, guests and visitors with guidance on the standards of behaviour that are expected of them while they are on Club premises and in their interactions with the Club*.

This Code of Conduct has been developed to ensure everyone can enjoy the amenities provided by the Club in a safe, enjoyable and responsible manner, and to ensure members, guests, visitors and employees are not exposed to health and safety risks.

Accordingly, members, guests and visitors shall:

- respect the rights of others to enjoy the Club's facilities and services.
- interact with each other, the Club's employees or volunteers in a courteous manner.
- not engage in behaviour towards each other, the Club's employees or volunteers that may be abusive, rude or constitute a form of harassment, bullying, discrimination or violence**
- refrain from disorderly or disruptive behaviours.
- comply with Club policies, signage and lawful directions of employees or Committee members.
- ensure minors are accompanied by a responsible adult.
- abide by the dress code of the Club, (available on the website)
- ensure that alcohol is consumed responsibly both on the course and in the clubhouse
- not bring or have in their possession illegal materials while on Club premises.
- treat property belonging to the Club with care and diligence.
- refrain from representing the club, unless properly authorised to do so.
- not deliberately tarnish the reputation of the Club or bring it into disrepute.
- while on the Course

- act with integrity - comply with the Rules of Golf as applicable from time to time and as approved and/or adopted by Golf Australia, and any local rules applicable.
- care for the condition of the course by repairing all divots through the green and ball marks on the green.
- understand that the Committee are volunteers. Members may make suggestions to the Committee in writing regarding the operation of the Club but should not direct suggestions or complaints in person to Committee members, other volunteers or employees.

Anyone who experiences or witnesses violations of this Code of Conduct is encouraged to report the incident to the Committee. The Committee will acknowledge the complaint and investigate violations of this Code in a reasonable timeframe.

If a violation has occurred, the Club will initiate disciplinary action, which may include verbal or written warning, withdrawal of certain privileges, and suspension or termination of membership (if applicable). The disciplinary action will be in accordance with Club rules.

You are deemed to accept the Code of Conduct when you become a member of the Club.

Copies of this Code of Conduct are available from the Club and can be emailed to you. This Code is also available on our website at www.castlemainegolf.com

** The Club's expectations extend to written correspondence, verbal communications, and online or virtual communications such as emails, texts, and social media as they pertain to the Club.*

***Harassment is any unwanted and unwelcome behaviour and can take many forms. It may involve inappropriate actions, behaviour, comments or physical contact that is objectionable or causes offence. The harassment may be subtle and implicit, rather than explicit. Harassment may occur in a single incident or as a series of incidents and may be seen to have occurred if the behaviour makes a person feel offended, humiliated or intimidated.*

Bullying is repeated unreasonable and inappropriate behaviour that is intimidating, threatening and/or humiliating. It is behaviour that is repeated over time or occurs as part of a pattern of behaviour. Bullying occurs when a person or a group of people offends, hurts or harms another person or group of people.

Discrimination is when a person is treated less favourably than another person due to a protected attribute they encompass, such as (but not limited to) age, gender, sexual orientation, race or religious belief. Discrimination may be direct or indirect.