



GAUTENG NORTH GOLF UNION

CODE OF CONDUCT

1. INTRODUCTION:

- 1.1 The GNGU takes immense pride in the quality of its players, members, staff, host facilities and its involvement within the broader community.
- 1.2 In order to continue making the GNGU experience enjoyable and rewarding for everyone, the Union requires all members and staff to adhere to a set of behavioural guidelines.
- 1.3 The purpose of these guidelines is to help GNGU participants grow and mature, by understanding and accepting the consequences of their actions.
- 1.4 This code is a crucial element of the GNGU ethos and is applicable to all members, and in the case of minors, includes their respective parents or legal guardians. It should also be noted that this code may also have a bearing on the behaviour of the member outside of normal GNGU activities should the member's conduct bring the name of the sport or GNGU into disrepute.
- 1.5 This code encourages a responsible and self-disciplined approach, rather than a punitive one based on fear. The maintenance of discipline and ensuring a sporting ethic is an integral part of the responsibilities of every GNGU member. The onus therefore lies with the GNGU members to apply this code in an effective and equitable manner and in the interests of the well-being of GNGU and all its stakeholders and sponsors.
- 1.6 Corrective action by the GNGU or their member Clubs may include the application of informal or formal disciplinary measures, for any deviation from the expected norms of conduct by any member.
- 1.7 GNGU confirms that the purpose of discipline and punishment should be constructive and not destructive; educative rather than punitive.
- 1.8 GNGU recognises that the best interest of the member is of paramount importance in every decision affecting a member and this principle will be the basis of all decisions relating to the consideration of, application of and judgments relating to this disciplinary code.
- 1.9 This code is available to every member and parents of minor members of GNGU. The code is prescriptive and subject to change and amendment.
- 1.10 Whilst the code creates certainty regarding issues of discipline and conduct, it is also a general guideline for the implementation of corrective action and discipline.

2. TRANSPARENCY:

- 2.1 The GNGU was formed to bring about and maintain close co-operation between its member clubs and the individual members thereof.
- 2.2 Direct communication channels with the GNGU President, the GNGU Executive Committee and/or the GNGU Operations Management are always open.
- 2.3 This includes both the sharing of criticism and solutions, however with showing a commonly accepted manner of decorum and respect when doing so.
- 2.4 Any unwarranted and negative public criticism of the GNGU or any of the programs run by the GNGU, will not be condoned.
- 2.5 Should any issue remain unresolved; members must raise these in writing with GNGU Operations Management, who will involve the GNGU Executive Committee, when necessary.



3 COMMUNITY BUILDING:

- 3.1 The traditions, ethos and spirit of the game of golf are in many ways reflective of constructive societal values. To this end, every member of the GNGU is encouraged to engage in activities that contribute to the cohesion and development of all communities within the union.

4. APPLICATION:

- 4.1 This code applies to all GNGU affiliated amateur members.
- 4.2 It is applicable in all championships, activities, events and competitions and in addition to any other requirements of players as set out in tournament conditions, local rules or by-laws of clubs and Unions hosting events.
- 4.3 Every member in a competition must adhere to commonly accepted standards of golfing etiquette and sportsmanship.
- 4.4 To maintain acceptable standards of behaviour, a member who commits an offence under this code, may face disciplinary proceedings and / or disciplinary action.
- 4.5 This code will also be used as a guideline by tournament organizing committees, for a player not affiliated to GNGU, but participating in a GNGU event, who may have committed an offence that requires disciplinary action.
- 4.5 An offence is deemed to occur “during a competition” if it occurs:
 - a) When travelling to or from a competition.
 - b) On any qualifying or practice day for a competition.
 - c) When playing at a specific course for the purpose of practising for an upcoming competition at that course.
 - d) On any day during which the competition is conducted.

5. EXPECTED MEMBER CONDUCT:

- 5.1 Represent the GNGU with dignity and wear the GNGU colours with pride.
- 5.2 Respect all opponents, officials, cultures and beliefs and display a standard of behaviour that promotes a positive image for the game and the GNGU.
- 5.3 Respect and apply the Rules of Golf and the Rules of Amateur Status, play in the spirit of the game by competing fairly, always attempting to do one’s best and being gracious in both victory and defeat.
 - a) Members are responsible for familiarising themselves with and complying with the Rules of Amateur Status as published from time to time by the R&A, USGA and GolfRSA. A member's failure to do so, or participation in activities that result in the forfeiture of amateur status or otherwise bring the amateur game into disrepute, may constitute misconduct under this Code.
- 5.4 Strive to always maintain a sense of self-control and refrain from the use of profane, insulting, harassing or otherwise offensive language or behaviour on and off the course.
- 5.5 Contribute to team cohesion by supporting teammates with constructive input and feedback.
- 5.6 Refrain from the use of drugs or other banned performance enhancing substances or methods and the provision of alcohol to underage participants.
- 5.7 Help others in resisting corrupting pressures and denounce those who attempt to discredit the game.
- 5.8 Abstain from the use of tobacco products and alcoholic beverages when participating in any Junior Golf event.
- 5.9 Participate in all required team testing and comply with all team program-testing objectives. (Drug and High Performance). This includes communication and co-operation with registered medical practitioners/testing centres in the diagnoses, treatment and management of medical problems and concerns that may arise regarding the future health and well-being and decisions regarding the members ability to continue to play or train.
- 5.10 Respect and care for the Union’s equipment.



6. DRESS-CODE:

Clothing in golf is part of the decorum of the game, more so than any other sport. Dress codes help maintain the game's traditions and to ensure that players adhere to a certain protocol.

6.1 AT THE GOLF COURSE

- Appropriate attire is always required at the host golf course, including for prize-giving.
- Questionable attire will be reviewed by the Tournament Committee and dealt with accordingly.
- Should a host golf course or resort have a stricter dress code, its policy will take precedence.
- Except for always removing hats/visors while indoors, the GNGU dress code is otherwise not in effect for functions taking place at the host hotel when the host hotel is not associated with the host golf course.

6.2 PLAYING DRESS CODE

- Hats / Visors must be worn with brim forward, hat / visors must be removed while indoors;
- Collared shirts or mock turtlenecks (host golf course permitting) must be worn and tucked in;
- Women to only wear golf attire;
- Women's fashion shirts must not rise above the belt line at any time;
- Women's shorts, skorts, and skirts must be of a modest length, with hemlines no shorter than mid-thigh.
- Soft spikes only;
- Players in violation of this will not be allowed to tee off.

7. CONTRAVENTION:

Any contravention of the code will be dealt with in accordance with the GNGU disciplinary procedure.

8. OFFENCES AND PENALTIES:

8.1 CATEGORY "A"

The following list, although not exhaustive, provides offences that are deemed to be **VERY SERIOUS**:

- a) The use of any narcotic or other illegal substance constituting an offence under the SASCOC Doping Policy;
- b) Physical abuse, threat of physical abuse, verbal abuse, slander or libel towards other players, members of the public, coaches, sponsors, host golf course staff or members, GNGU volunteers in any medium;
- c) Wrongful damage to property, facilities, or equipment including but not limited to the golf course, clubhouse and or property of the host club and or any other person during a competition or otherwise;
- d) Wrongful removal of property belonging to another person;
- e) Deliberate non-compliance of a rule of golf (as defined in the Rules);
- f) Deliberately participating in, facilitating, or accepting prizes from any competition or activity in a manner that breaches the Rules of Amateur Status or results in the forfeiture of amateur status.
- g) Deliberate return of an incorrect score/incorrect card;
- h) During a competition, deliberately seeking to or manipulating their GolfRSA handicap;
- i) Failure or refusal to co-operate with, or obstructing, any investigation by an Investigative Officer of the member's conduct or the conduct of another person or player;



- j) Failure or refusal to co-operate with, or obstructing, a disciplinary enquiry or appeal hearing conducted by the GNGU;
- k) Behaves in a manner detrimental to the good name and reputation of GNGU;
- l) Brings the game of golf into disrepute;
- m) Consumes alcohol and or uses an illegal substance during any round played in a competition;
- n) Engaging in bullying, harassment, victimisation, discrimination, hate speech, or any conduct based on race, gender, religion, disability, nationality, sexual orientation, or any other protected characteristic.
- o) Any form of sexual harassment, inappropriate conduct, grooming, exploitation, or misconduct involving minors or vulnerable persons.
- p) Publishing content through social media or electronic media that seriously damages the reputation of GNGU, GolfRSA, sponsors, officials, players, or the game of golf.
- q) Unauthorised disclosure of confidential information relating to GNGU, disciplinary matters, player information, sponsors, selection processes, or agreements.

Should a member be found guilty of a Category “A” offence, any of the following penalties may be imposed for a period of a **minimum of 3 months up to but not normally exceeding a duration of 2 years**:

- a) A recommendation to the member’s home club that the member’s membership be suspended for a set period;
- b) A recommendation to the player’s Home Union that the player not be permitted to enter Provincial Events;
- c) A recommendation to the player’s Home Union that the player be suspended from a Provincial Squad;
- d) A penalty under the Doping Policy of SASCOC (as applicable);
- e) Suspension of the player’s GolfRSA Handicap if a GNGU player or recommendation to the player’s Home Union to suspend the players’ GolfRSA Handicap;
- f) Recommendation to GolfRSA of Suspension from the National Squad;
- g) Suspension from all GNGU events;
- h) In the case of an offence under clauses 10.2(d) or (e) of this code, an order that the player should pay compensation to the player, official, tournament organiser or club who suffered loss because of the accused player’s conduct, or such other penalty as determined from time to time.

8.2 CATEGORY “B”

The following indicative list, although not exhaustive, provides offences that are deemed to be **SERIOUS**:

- a) Failure to comply with official directions or instructions, including dress regulations, which have been issued by the GNGU or the tournament committee or any other duly authorised official (whose actions are authorised by the GNGU) for that competition;
- b) In relation to a competition, publicly criticises:
 - The host golf course;
 - The competition and or its rules itself;
 - The organisers of the competition;
 - The sponsors of the competition; or
 - Any official supervising or organising the competition.
- c) Throws or deliberately, in anger, breaks golf equipment (including golf balls) during a competition;
- d) Uses abusive or profane language towards another player, an official, or person during a Competition;
- e) Conduct that undermines, intimidates, or shows persistent disrespect towards volunteers, referees, committee members, staff, or tournament officials.
- f) Utters audible obscenities during a competition;



- g) Plays in a manner, without just cause that does not reflect an attempt by the member to play golf to the best of their ability;
- h) Behaves in a manner detrimental to the performance of other players.
- i) Misses a scheduled tee time or withdraws from a competition before its completion without providing a good reason in writing;
- j) Fails to wear official uniform designated for GNGU golf when in training, competition, and travel and at official functions;
- k) Fails to carry out any reasonable instructions given by the coach or team manager;
- l) Fails to comply with the training requirements as laid down by the coach or team manager and to accept and respond in a positive manner to their constructive feedback;
- m) Fails, without valid reason, to fulfil official representative duties, including attendance at presentations, ceremonies, functions, and other events, when selected to represent GNGU.
- n) Leaves the premises of either the team accommodation establishment or the golf course without the permission of the team manager.
- o) Allowing family members/friends/colleagues of team members to stay at the teams' accommodation, without advance agreement from the GNGU President or team manager.
- p) Vandalism at the team accommodation, host hotel, resort or club, abusive behaviour to players and guests.
- q) Failure to maintain team accommodation, locker rooms, vehicles, or practice facilities in a reasonable condition.
- r) Failure to attend required team meetings, briefings, official functions, practice sessions, or programs without reasonable justification.

Should a member be found guilty of a Category "B" offence, any of the following penalties may be imposed for a period of a **minimum of 1 month up to but not normally exceeding 3 months** duration:

- a) A severe reprimand;
- b) An order that the player attend appropriate counselling sessions as specified by GNGU;
- c) A recommendation to the player's home club that the player's membership be suspended for a set period;
- d) A recommendation to the player's Union that the player not be permitted to enter Provincial Events;
- e) A recommendation to the player's Home Union that the player be suspended from the Provincial Squad;
- f) Suspension of the player's GolfRSA Handicap; if a GNGU player or recommendation to the player's Home Union to suspend the players' GolfRSA Handicap
- g) Recommendation to GolfRSA of suspension from the national Squad; or
- h) Such other penalty as determined from time to time.

8.3 CATEGORY "C"

The following indicative list, although not exhaustive, provides offences that are deemed to be worthy of **REPRIMAND**:

- a) Fails to comply with the rules of golf with respect to Section I – Etiquette. Etiquette includes the continual failure to fill in divots or repair pitch marks;
- b) Failure to treat host golf course with respect by ignoring the responsibility of caring for the course such as filling divots, raking bunkers and fixing ball pitch marks.
- c) Continually fails to play without undue delay;
- d) Commits an act to deliberately disqualify the player from a competition or, during a round picks up the player's own ball without playing out a hole;
- e) Misses a tee time or withdraws from a competition before the completion of that competition without providing good reason for doing so and notifying tournament officials;



- f) Uses a mobile device, radio, recorder, or similar electronic equipment during play in a manner that is not permitted under the Rules of Golf or the Terms of Competition for the event, or allows the player's caddie to do so.
- g) Fails, without good reason, to attend the trophy presentation at the completion of a competition where the player is:
 - i. In the case of a stroke play event, a trophy winner; or
 - ii. In the case of a match play event, finalist for semi-finalist.

Should a member be found guilty of a Category "C" offence, any of the following penalties may be imposed for a period of a **minimum of 1 month up to but not normally exceeding 3 months** duration:

- a) A reprimand;
- b) An order that the player attend appropriate counselling sessions as specified by GNGU; or
- c) Suspension of the player's GolfRSA Handicap if a GNGU player or recommendation to the player's Home Union to suspend the players' GolfRSA Handicap (recommendation: no more than 1 month);
- d) Such other penalty as determined from time to time.

9. **REGISTER:**

- 9.1 GNGU will retain a record of all breaches that have been determined against any Member under this Code (and any other Code of Conduct applied by another Union), the results of any appeals against such findings and any pending appeals.
- 9.2 The register may be accessed (and published from time to time) by any Golf Union or GolfRSA for the purposes of administering Competitions or provincial or National Tournaments, events, competitions, practise sessions or major activities conducted and/or other related matters.
- 9.3 Where a Player commits a breach, GNGU shall forward a copy of the Notice and notice of any appeals in relation to the breach to the relevant Golf Unions, GolfRSA and the player's Home Club, which should be kept on register.
- 9.4 A breach is only to be kept on record for a period of 24 months from the date such breach was committed or, in the case where the breach is the subject of an appeal, from the date the appeal is upheld.
- 9.5 GNGU will comply with the POPI Act when collecting or receiving information under this Code.



DEFINITIONS:

In this code, unless the context otherwise requires:

TERM	DEFINITION
Code	Means this Code of Conduct
Competition	Means a Championship, event, competition, practice session, or major activity conducted or sanctioned by the GNGU
Conduct Officers	Means two officials of GNGU appointed at any time to consider, hear and determine a report during or after the conclusion of a competition
Executive Committee	Means the GNGU Executive Committee
GNGU	Means the Gauteng North Golf Union
Investigative Officer	Means a person appointed by GNGU to administer/ investigate a report/matter
Provincial Squad	Means the squad of players comprising a number (determined from time to time by the GNGU) of selected Union's male and female amateur players in a specific category
Notice	Means notice in writing by letter, facsimile, e-mail or any other written means of communication.
Member	Means any affiliated member, player or participant in a competition; where the context so admits, the word 'player' includes 'caddie'
Report	Means any written statement by any person of an alleged offence by a player under this code