



DISCIPLINARY PROCEDURE

INTRODUCTION

All Gauteng North Golf Union affiliated golfers are expected to always adhere to commonly accepted standards of golfing etiquette, proper standards of behaviour and sportsmanship. An GNGU affiliated golfer who is alleged to have committed an offence in contravention of the GNGU Code of Conduct will have that contravention investigated and may then have to participate in related disciplinary proceedings. In addition, any other requirements expected of players, as laid out in specific tournament conditions, local rules or byelaws of the hosting clubs will be treated the same.

1. Application

- a) This disciplinary procedure applies to any Gauteng North affiliated golfer, including members participating in National, Provincial & Development Squads, members participating in any overseas and/or local tournaments, championships, major activities, events and competitions organized or sanctioned by GolfRSA and/or the Gauteng North Golf Union.

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2. Reporting and Consideration

- a) **ALL** alleged transgressions by an affiliated golfer must be reported to GNGU Operations Management, as soon as possible after the transgression transpires.
- b) For transgressions arising during tournament play, the Tournament Committee will assess the incident (or series of incidents) on its merits and may determine if it is appropriate to apply a penalty of disqualification in accordance with the Rules of Golf GNGU Operations Management will evaluate the report, and if required, carry out an investigation to gather further information pertaining to the transgression. This may include interviewing the alleged offender, other players or witnesses and getting written statements from those involved. GNGU Operations Management will then present the initial assessment and their report to the GNGU Disciplinary Sub-Committee.
- c) Upon receiving the report, the GNGU Disciplinary Sub-Committee will evaluate the submission and then determine whether to:
 - i. dismiss the report; or
 - ii. convene a hearing in relation to the report.
- d) Should the GNGU Disciplinary Sub-Committee decide to convene a Disciplinary Enquiry in relation to the report, it must give at least seven (7) days written notice to the alleged offender informing him/her:
 - i. The date, time and place at which the allegations against him/her will be heard;
 - ii. Brief particulars of the allegations against him/her;
 - iii. That the alleged offender is entitled to be assisted or represented by another person.

3. Disciplinary Enquiry

- a) Should the alleged offender not be present at the hearing, the Chairperson may:
 - i. Proceed to hear and determine the allegations and, if applicable, the disciplinary sanction (if any) to be imposed; or



- ii. Adjourn the hearing for a reasonable period whereafter written notice of adjournment must be issued to the alleged offender, providing the time and place when the hearing will resume.
 - b) At the commencement of the hearing, the Chairperson will put the allegations to the alleged offender and will ask the alleged offender whether he/she wishes to admit or deny the alleged offence(s). Should the alleged offender admit to the alleged offence(s), the Chairperson will deliberate the sanction and then announce the sanction to be imposed on the offender.
 - c) Should the alleged offender deny the alleged offence(s), the substance and supporting evidence of the allegations will be presented. The alleged offender will then be given the same opportunity to present their substance and supporting evidence to refute the allegations. This may include the testimony of relevant witnesses..
 - d) Once the presentation of all substance and evidence is complete, the Chairperson will consider and determine whether the alleged offender is guilty or not of an offence under the Code and whether a sanction will be imposed on the alleged offender.
 - e) The Chairperson will then announce their decision to the alleged offender / offender.
4. Right of Appeal Hearing
- a) An offender may appeal the decision of the Disciplinary Enquiry Chairperson by submitting a written appeal to the GNGU Executive Committee, within 7 working days of the date of decision of the Disciplinary Enquiry Chairperson.
 - b) The Executive Committee will consider the grounds for appeal at such a time and in such a manner as the Executive Committee deems appropriate.
 - c) The offender will be given at least seven (7) days written notice informing him/her:
 - i. The date, time and place at which the appeal will be heard;
 - d) That the offender is entitled to be assisted or represented by another person.
 - e) The appeal will be heard by at least three (3) members of the Executive Committee who were not part of the initial hearing. Where necessary, the Executive Committee reserves the right to appoint an independent external person to participate in the appeal process.
 - f) Upon completion of the appeal, the Executive Committee may affirm, vary or substitute the decision, as it may deem appropriate.
 - g) The Executive Committee's decision is final.
5. Definitions and Interpretation
- a) "GNGU" means the Gauteng North Golf Union;
 - b) "Accused player" means the player accused of an offence under this Code;
 - c) "Code" means the Code of Conduct;
 - d) "Organising Committee" means the committee appointed by GNGU to organize a competition;
 - e) "Competition" means an overseas or local championship, event, competition, practice session or major activity organized or sanctioned by GNGU;
 - f) "Report" means any oral or written statement by any person of an alleged offence by a player under this Code;
 - g) "Player" means a player or participant in a competition, including prior to the competition once an entry has been submitted;



- h) “Disciplinary Board” means the GNGU Disciplinary Sub-Committee, appointed by the Executive Committee of GNGU, which will convene to consider, hear and determine a report referred to the Disciplinary Board under this Code;
- i) “Executive Committee” refers to the Executive Committee of the GNGU.
- j) An act is deemed to occur “during competition” if it occurs:
 - i. When traveling to or from a competition;
 - ii. On any qualifying or practice day for a competition; or
 - iii. On any day during which the competition is conducted.