

# NGCC CODE OF CONDUCT

## **Purpose**

The intention of this policy is to establish clear behavioral expectations for Napanee Golf and Country Club Members, Employees and Customers. It is not intended to restrict the rights of anyone but rather to ensure that all Members, Employees, Volunteers, and Customers are treated with respect while enjoying NGCC Facilities. Any person using our Facilities agrees to be bound by this Code of Conduct.

## **Objectives**

The objective of this policy is to ensure an environment that is free from discrimination, harassment, abuse and violence for Members, Employees and Customers. This policy highlights key elements of the Club's Anti-Abuse and WorkPlace Health and Safety Policies. The goal is an environment where everyone is treated with dignity and respect.

## **Conduct**

All Members and customers shall:

- Conduct themselves in a sportsmanlike manner.
- Respect the rights of all other Members, Employees, Volunteers, and Customers.
- Not approach other Members, Employees, Volunteers, and Customers with abusive, demeaning, or threatening conduct either verbal or physical.
- Not engage in any form of sexual, racial, religious or other harassment.
- Respect the golf course, carts and facilities.

## **Violations**

The Board of Directors and the Management of the Club has the authority, as set out in the Club Bylaws, to enforce this Code of Conduct Policy against any person who is in violation. This may include suspension of rights and privileges of the offending Member, Employees, or Customers and/or expulsion from the Club. Refer to Board Policies for more detailed information.