



STANDARD CODES OF BEHAVIOUR

Version Control, Change History and Distribution

Version Control

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Change History

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Distribution

1. Included in Murray Downs Golf & Country Club Policy Manual.
2. Digital copies distributed to all Board, Committee and Sub-Committee Members operating in a paid, unpaid/voluntary capacity in Murray Downs Golf & Country Club.
3. Included in all event registrations.
4. Displayed publicly for spectators and sponsors.
5. Distributed to any other person who has agreed to be bound by this standard.

ROLES AND APPOINTEES

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1. INTRODUCTION

Murray Downs Golf & Country Club seek to provide a safe, fair, and inclusive environment for everyone involved in golf and bowls.

To achieve this, Murray Downs Golf & Country Club (hereafter referred to as 'the Club') require certain standards of behaviour of players, athletes, administrators, coaches, officials, parents and/or guardians (of child participants) and spectators.

2. PURPOSE

The Codes of Behaviour are underpinned by the following core values:

- To act within the rules and spirit of golf and bowls.
- To display respect and courtesy towards everyone involved in golf and prevent discrimination, bullying, and sexual harassment.
- To prioritise the safety and well-being of Children and Young People involved in golf and bowls.
- To encourage and support opportunities for participation in all aspects of golf and bowls.
- To maintain appropriate boundaries when interacting with children.

3. APPLICATION

The Codes of Behaviour apply to the following people whether they are operating in a paid or unpaid/voluntary capacity in the Club:

- Individual members of the Club, including service award holders and Life Members.
- Individuals who are members of Boards, Committees and Sub-Committees of the Club.
- All employees, volunteers, independent contractors, and other workplace participants.
- Any other person or organisation that is a member of or affiliated to the Club.
- Any person who is a participant in a golf or bowls activity.
- Parents, guardians, spectators, and sponsors, and any other person to the full extent that is possible; and
- Any other person who has agreed to be bound by this standard.

The Codes of Behaviour apply to each of the above persons during golf or bowls activities always sanctioned or controlled by the Club and when acting in any capacity, whether voluntary or paid, on behalf of the Club.

4. GENERAL CODE OF BEHAVIOUR

As a person required to comply with this Standard, you are to meet the following requirements regarding your conduct during any golf or bowls activity sanctioned by the Club.

- Respect the rights, dignity and worth of all people involved in golf and bowls regardless of their gender, ability, cultural background, religion, or any other personal characteristic.
- Be ethical, fair, considerate, and honest in all dealings with others.
- Make a commitment to providing a quality service.
- Do not use your involvement with golf to promote your own beliefs, behaviours, or practices where these are inconsistent with those of the Club.

- Demonstrate a high degree of individual responsibility especially when dealing with persons under 18 years of age, as your words and actions are an example, and they can be easily influenced.
- Always place the safety and welfare of children above other considerations.
- Avoid unaccompanied and unobserved activities with persons under 18 years of age, whenever possible.
- Comply with all relevant Australian laws (Commonwealth and State), particularly anti-discrimination, occupational health and safety, and child protection laws.
- Refrain from any behaviour that may bring the Club into disrepute.
- Provide a safe environment for the conduct of golf and bowls activities.
- Show concern and caution towards others who may be sick or injured.
- Be a positive role model.
- Be responsible and accountable for your conduct.
- Abide by the relevant Club role-specific Codes of Behaviour and understand the consequences if you breach or are aware of any breaches of this Code of Behaviour.

5. ROLE-SPECIFIC CODES OF BEHAVIOUR

In addition to the General Code of Behaviour, the Club has developed role-specific Codes of Behaviour. These Codes are as follows:

- Player Code of Behaviour
- Code of Conduct In-Play
- Administrator Code of Behaviour
- Coach Code of Behaviour
- Officials Code of Behaviour
- Parent/Guardian/Spectator Code of Behaviour
- Parent, Spectator and Bag Pusher Guidelines

6. PLAYER CODE OF BEHAVIOUR

In addition to the Club General Code of Behaviour, you are to meet the following requirements with regard to your conduct during any golf or bowls activity sanctioned by the Club. In your role as a player, you are to:

- Respect the rights, dignity, and worth of fellow players, coaches, officials, and spectators.
- Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying, and/or victimisation.
- Respect the talent, potential, and development of fellow players and competitors.
- Participate fairly and safely.
- Be frank and honest with your coach concerning illness and injury, and your ability to train and play fully.
- Conduct yourself in a responsible manner relating to language, temper, and punctuality. Do not use profane language at any time.
- Abide by the rules and respect the decision of the umpires. Be courteous and use the correct process when seeking a rule clarification.
- Be honest in your attitude and preparation to training. Work equally hard for yourself and your team.

- Co-operate with coaches and staff in relation to programs that adequately prepare you for competition.
- Do not engage in illegal practices that affect sporting performance (including illegal drug use or sports doping).
- Applaud all good play, by your own team and opponents.
- Respect and acknowledge the contribution of those who create the opportunity for you to play, e.g., scorers, coaches, timekeepers, administrators, and officials.

7. CODE OF CONDUCT IN-PLAY

General

By agreeing to be bound by the conditions of an Event (and where the Conditions of the Event include the Code), or by accessing the property of a venue club for an Event on either an official practice day or an official competition day, or by commenting digitally or otherwise in a public domain on an Event or on another Participant of an Event, or by such other mechanism as may be in effect from time-to-time, each Participant submits that:

1. They agree to be bound by this Code and the Club's Disciplinary Procedure.
2. Any actions taken by them up until midnight on the day after the final day of the Event will be actionable under this Code and the Club's Disciplinary Procedure.
3. Any actions taken by them that are directly relevant to the Event will be actionable under the Code and the Club's Disciplinary Procedure for a period of 12 months after the conclusion of the Event.

It would be impossible to define exactly the standard of conduct expected from a Participant in all circumstances or to list all that would amount to a breach of the Code and lead to disciplinary sanction. In most cases common sense should tell the Participant the standard of behaviour that is required.

Any Participant who has any doubts as to the conduct which is expected of them should consult a Club official for guidance.

Guidelines

In most circumstances the following acts or omissions by a Participant will be considered to be breaches of the Code and will lead to a sanction being imposed upon the Participant where a breach notice is accepted or unsuccessfully defended.

1. Best Efforts—Failure to give their best efforts in competition.
2. Etiquette—Failure to comply with normally accepted standards of courtesy and golf/bowls etiquette.
3. Misbehaviour—Misbehaviour of a personal nature that is generally unacceptable by normal social standards and which the Club at its sole discretion considers to be harmful to the reputation of the Club, or a Member Association of the Club, or a venue club/facility, or an Event, or another Participant.
4. Injurious Conduct—Conduct likely to injure or discredit the reputation of the Club, or a Member Association of the Club, or a venue club/facility, or an Event, or another Participant.
5. Failure to Report a Breach of the Code—Failure by a Participant to:
 - a. Report a breach of the Code by another Participant when the breach is known to that Participant or in circumstances where they should reasonably have realised that a breach of the Code may have occurred; or
 - b. Fully cooperate in any enquiry or proceedings relating to a breach or suspected breach of the Code.

6. Rules of Golf/Rules of Bowls—Failure to comply with the Rules of Golf/Rules of Bowls, Local Rules, or Conditions of Competition.

8. ADMINISTRATOR CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, you are to meet the following requirements regarding your conduct during any golf or bowls activity sanctioned by the Club. In your role as an administrator, you are to:

- Be fair, considerate, and honest in all dealings with others.
- Be professional in and accept responsibility for your actions. Your language, presentation, manners, and punctuality should reflect high standards.
- Resolve conflicts fairly and promptly through established procedures.
- Maintain strict impartiality.
- Be aware of and comply with your legal responsibilities, including those under anti-discrimination, child protection, and occupational health and safety legislation.
- Develop a positive golf environment by emphasising enjoyment and by providing appropriate development and competitive experiences.
- Involve relevant stakeholders in the planning, evaluation, leadership, and decision-making related to golf programs and events.
- Ensure activities, equipment, and facilities are safe and appropriate to the ability level of participating players. Activities, rules, equipment, length of games, and training schedules should take into consideration the age, ability, and maturity level of the participants.
- Encourage everyone (administrators, coaches, players, umpires, parents, spectators, sponsors, and physicians) to emphasise fair play in golf and bowls activities and games.

9. COACH CODE OF BEHAVIOUR

Safety and health of participants

- Place the safety and welfare of the participants above all else.
- Be aware of and support the sport's injury management plans and return to play guidelines

Coaching excellence

- Help each person (athlete, official, etc.) to reach their potential. Respect the talent, development stage and goals of each person, and encourage them with positive and constructive feedback.
- Encourage and support opportunities for people to learn appropriate behaviours and skills.
- Support opportunities for participation in all aspects of the sport.
- Treat each participant as an individual.
- Obtain appropriate qualifications and keep up to date with the latest coaching practices and the principles of growth and development of participants.

Honour the sport

- Act within the rules and spirit of your sport.
- Promote fair play over winning at any cost.
- Respect the decisions of officials, coaches, and administrators.
- Show respect and courtesy to all involved with the sport.

Integrity

- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Ensure your decisions and actions contribute to a harassment-free environment.
- Wherever practical, avoid unaccompanied and unobserved one-on-one activity (when in a supervisory capacity or where a power imbalance exists) with people under the age of 18.
- Ensure that any physical contact with another person is appropriate to the situation and necessary for the person's skill development.
- Be honest and do not allow your qualifications or coaching experience to be misrepresented.
- Never advocate or condone the use of illicit drugs or other banned performance enhancing substances or methods.
- Never participate in or advocate practices that involve match fixing.

Respect

- Respect the rights and worth of every person, regardless of their age, race, gender, ability, cultural background, sexuality, or religion.
- Do not tolerate abusive, bullying, or threatening behaviour.

10. OFFICIALS CODE OF BEHAVIOUR

In addition to the Club's General Code of Behaviour, you are to meet the following requirements regarding your conduct during any golf or bowls activity sanctioned by the Club. In your role as an Official you are to:

- Officiate in accordance with the Official Rules of Golf/Official Rules of Bowls and Event/Competition Guidelines.
- Treat all players, coaches, and other officials with respect.
- Act with integrity and objectivity and accept responsibility for your decisions and actions.
- Be consistent and impartial when making decisions.
- Always maintain a high standard of personal behaviour.
- Be a positive role model through behaviour and personal appearance projecting a favourable image of golf and bowls and officiating role.
- Refrain from conduct which could be regarded as sexual harassment, discrimination, bullying and/or victimisation.
- Be courteous, respectful, and open to discussion and interaction.
- Maintain or improve your current performance level and seek continual improvement.
- Be honest and do not allow your qualifications/accreditation to be misrepresented.

11. PARENT/GUARDIAN/SPECTATOR CODE OF BEHAVIOUR

Our commitment

The Club is committed to providing a safe environment for participation. Aggressive, threatening, or other inappropriate behaviour by members, their families, their friends, and other sporting personnel while attending a game or event will not be tolerated.

These behaviours outlined include but are not limited to:

- using offensive or rude language.
- harassing or ridiculing players, coaches, officials, or other spectators.

- making racist, religious, sexist, or other inappropriate comments to players, coaches, officials, or other spectators.
- any threatening behaviour or physical altercation between spectators and players, coaches, officials, or other spectators.
- putting undue pressure on children, berating them, or putting down their performance.
- drinking on the golf course/bowling green or being drunk at a golf or bowls event.
- smoking on the golf course/bowling green during a golf or bowls event.

What will we do

- Provide members, their parents, and other sporting personnel with our Code of Behaviour and make clear what is expected and the consequences of non-compliance.
- Where possible, bind non-members by prominently displaying conditions of entry to the course and facilities, and by requiring parents to abide by club rules.
- Reinforce messages of fair and respectful behaviour by displaying signs and posters around our facilities and providing information on our website, in our newsletter, and through other communication channels.
- Encourage our coaches and officials to complete training to develop their skills and confidence.
- Ban bringing alcohol on to the golf course/bowling green during an event.
- Ban smoking on the golf course/bowling green during an event.
- Consult with our local police and seek their support and advice on how to handle issues involving inappropriate behaviour by spectators prior to, at, or after a game.
- Encourage the reporting of incidents and investigate inappropriate behaviours as outlined in this standard and take disciplinary or whatever other actions as are deemed necessary (e.g., appoint a senior staff member to monitor behaviour).
- Encourage our players, coaches, officials, and spectators to call the police if they are concerned about escalating behaviour and their safety or the safety of others.

What we ask you to do

- Read and abide by the Parent, Spectator and Bag Pusher Guideline which is outlined below.
- Parents/Spectators to only smoke in the designated smoking areas around the clubhouse and carpark.
- Help create a positive atmosphere for players, officials, and other spectators by showing respect for players, officials, and other spectators.
- Abide by our Code of Behaviour and refrain from using bad language, harassing, or ridiculing others or behaving in a threatening or violent manner.
- If you are aware of inappropriate spectator behaviour and you feel confident to do so, speak with the person and ask them to stop. If there is a Club Staff member, official, or volunteer, ask for their assistance.
- Report any inappropriate spectator behaviour to the MPIO, senior staff member, or someone in a position of authority.
- Call the police or a club official if you are concerned for your safety or the safety of others.

Non-compliance

Parents or spectators found to have behaved inappropriately are bound by the Code of Behaviour at Club events may face disciplinary action as outlined in our Member Protection Policy.

12. PARENT, SPECTATOR AND BAG PUSHER GUIDELINES

The following guidelines refer to tournament play.

The Club will **not** enforce an “exclusion zone” or ban parents and spectators from being within a certain distance of the players on the course, provided the following rules and guidelines are followed:

- Parents and spectators are to stay on the designated paths or walk along the tree line of a particular fairway to watch the players.
- Parents and spectators are encouraged to act as additional spotters for errant shots or help search for lost balls in long grasses and hazards.
- Parents and spectators are not to walk onto any teeing ground, in the middle of the fairway with the players, or onto the green for any reason.
- Parents and spectators are not to push a player’s golf bag, offer any advice or coaching throughout the round, or get involved with any rulings or scoring disputes.

There will be on course marshals, tournament staff, and designated rules officials available to assist and deal with any problems arising on the golf course.

Parents and spectators who are found to be crossing and clearly defined guidelines above will be given an official warning and may be asked to leave the course if the behaviour continues.

EXCEPTION: The exception to these rules above is for all players competing in the new 11 Years and Under Divisions at Club events.

These players in the new 11 Years and Under Divisions do have the option to use a “bag pusher” to help them get around the golf course. Bag pushers are purely there to help each golfer in the group with pace of play and help the entire group keep up with the group in front.

The bag pushers are not permitted to coach the players throughout the round, stand behind the players to line up shots or go onto the green to line up putts. The bag pushers can rake bunkers or attend the flag on the green, to help with the pace of play. The bag pushers are not rules officials and we do not want anyone getting into arguments with other parents and spectators following a particular group about any on course rulings or scoring.

Any bag pusher found to be crossing these clearly defined guidelines above will be given an official warning and may be asked to leave the course if the behaviour continues.

BREACH OF THIS STANDARD

Any alleged breach of the Codes of Behaviour should be managed using the process outlined in the Club Member Protection Standard.

A list of related Club policies which may be considered when dealing with an alleged breach of the Codes of Behaviour are listed below:

- Murray Downs Golf & Country Club Member Protection Standard
- Murray Downs Golf & Country Club Policy for Interacting with Children
- Murray Downs Golf & Country Club Social and Digital Media Policy
- Murray Downs Golf & Country Club Consent to be Photographed Policy and Declaration