

Coulsdon Court Ladies' Golf Club Disciplinary Policy

Coulsdon Court Ladies' Golf Club aims to provide a welcoming, respectful, and enjoyable environment for all members. This policy outlines the expected behaviour and procedures for addressing conduct that does not align with the club's standards.

Purpose

The purpose of this policy is to:

- Ensure a positive and respectful environment for all members.
- Outline acceptable behaviour and potential disciplinary actions.
- Provide a fair and transparent process for handling disciplinary matters.

Code of Conduct

Members are expected to:

- Treat all members, staff, and visitors with respect and courtesy.
- Adhere to the rules and regulations of the club.
- Maintain the integrity of the game by playing honestly and fairly.
- Refrain from any behaviour that could be considered disruptive, offensive, or harmful.

Unacceptable Behaviour

The following actions are considered breaches of the code of conduct:

- Verbal or physical abuse.
- Discrimination or harassment based on race, gender, age, religion, or any other characteristic.
- Unsportsmanlike conduct, such as cheating or excessive swearing.
- Damage to club property or facilities.
- Repeated failure to follow club rules.

Disciplinary Procedures

1. Reporting a Breach

- Any member witnessing a breach should report it to a club officer or committee member as soon as possible.
- Reports can be made verbally or in writing and should include details of the incident and those involved.

2. Initial Review

- Upon receiving a report, the committee will review the incident and appoint a Disciplinary Secretary, who shall be independent of the matter, to consider the matter and decide how to proceed
- If necessary, an informal discussion with the involved parties may be conducted to gather more information.

3. Formal Review

- If the initial review suggests a breach has occurred, a formal review will be initiated.
- The member involved will be notified in writing of the review and the specific allegations and any evidence against them.
- The member will have the opportunity to present their side of the story, either in writing or at a meeting.

4. Decision and Disciplinary Actions

- The committee will deliberate and decide on appropriate actions.
- Possible disciplinary actions include:
 - A verbal or written warning.
 - Temporary suspension from club activities.
 - Permanent expulsion from the club in severe cases.
- The member will be informed of the decision and the reasons for it in writing.

4.a Decisions relating to the Rules of Golf

Decisions which relate to the Rules of Golf or to handicapping infringements fall within the England Golf Disciplinary Framework and are subject to a right of appeal as set out below.

| Matter arising at | Disciplinary body at first instance | Appeal level |
|--------------------------|--|----------------------------|
| Club | Club | County |
| County | County | England Golf |
| National | England Golf | England Golf Appeals Panel |

5. Appeal Process

- Members have the right to appeal any disciplinary action.
- Appeals must be submitted in writing within 14 days of receiving the decision.
- The committee will review the appeal and make a final decision.

Confidentiality

All disciplinary matters will be handled with the utmost confidentiality to protect the privacy of all members involved.

Conclusion

By adhering to this disciplinary policy, we aim to ensure that Coulsdon Court Ladies Golf Club remains a respectful and enjoyable place for everyone.