



FAR NORTH QUEENSLAND WOMEN'S GOLF

Code of Conduct

PURPOSE

The purpose of this Code of Conduct is to provide all players, officials, volunteers, member clubs, guests and visitors with clear guidance on the standards of behaviour expected when participating in any Far North Queensland Women's Golf (FNQWG) event or activity.

This Code aims to ensure that everyone can enjoy the game of golf in a safe, welcoming, respectful and inclusive environment while protecting the reputation and integrity of FNQWG and its member clubs.

COMMITMENT

FNQWG is committed to promoting the values of integrity, respect, fairness, sportsmanship and inclusion.

All participants share the responsibility of creating an environment where everyone is treated with dignity, feels welcome, and can participate free from harassment, discrimination, bullying or intimidation.

Participation in FNQWG competitions and events is a privilege and carries with it an expectation of exemplary behaviour both on and off the golf course.

AUTHORITY

This Code is adopted by the Executive Committee of Far North Queensland Women's Golf Inc.

It applies in conjunction with:

- the FNQWG Constitution;
- the Rules of Golf;
- Local Rules and Conditions of Competition;
- the policies of host clubs; and
- any applicable Golf Australia and Golf Queensland policies.

Where there is any inconsistency, the FNQWG Constitution and the Rules of Golf shall take precedence.

PRINCIPLES

All participants shall:

Respect Others

- Treat fellow players, officials, volunteers, committee members, club staff, sponsors, guests and spectators with courtesy, dignity and respect.
- Respect the rights of others to enjoy the game in a safe and welcoming environment.
- Value diversity and demonstrate inclusion at all times.
- Respect the privacy and wellbeing of others.

Sportsmanship and Integrity

- Play by the Rules of Golf and the Conditions of Competition.
- Display honesty, integrity and good sportsmanship.
- Accept rulings and decisions respectfully.
- Win with humility and lose with grace.
- Avoid behaviour that could unfairly influence the outcome of any competition.

Behaviour

Participants must:

- Refrain from abusive, offensive, threatening or discriminatory language or behaviour.
- Not engage in bullying, harassment, intimidation or victimisation.
- Refrain from aggressive behaviour, including physical or verbal abuse.
- Comply with all lawful directions given by tournament officials, committee members and host club staff.
- Observe the dress standards and local rules of the host club.
- Respect all club facilities, equipment and property.
- Not possess or use illegal substances while participating in FNQWG activities.
- Ensure any guests attending FNQWG functions conduct themselves appropriately.
- Refrain from conducting personal business or unauthorised promotional activities at FNQWG events without prior approval.
- Consume alcohol responsibly

Communication

Participants will:

- Communicate respectfully in person, by telephone, email, text and social media.
- Not publish comments or material that may damage the reputation of FNQWG, its member clubs, sponsors, officials or participants.
- Raise concerns through appropriate channels rather than through public criticism or social media.

Representation

When representing FNQWG:

- Act as an ambassador for women's golf.
- Demonstrate professionalism, courtesy and integrity.
- Support fellow competitors and officials.
- Promote the positive image of FNQWG and the game of golf.

Participants must not represent FNQWG without appropriate authorisation.

APPLICATION

This Code applies to all persons participating in or attending FNQWG activities including:

- Championships
- Pennants and Match Play
- Representative teams
- Meetings
- Presentations
- Social functions
- Training sessions
- Committee activities
- Electronic communications and social media relating to FNQWG

The Code applies before, during and after FNQWG activities where behaviour may reasonably affect FNQWG or its reputation.

COMPLIANCE

Compliance with this Code is expected at all times.

Where a breach is alleged, the Executive Committee will investigate the matter fairly and confidentially.

Where a breach is established, disciplinary action may include:

- Verbal warning
- Written warning
- Formal apology
- Education or counselling
- Probation
- Suspension from FNQWG events
- Removal from representative teams
- Loss of eligibility for selection
- Referral to the member club for further disciplinary action
- Suspension or termination of FNQWG membership privileges where applicable

Serious Misconduct

Where abusive language, harassment, bullying, intimidation, threatening behaviour or physical contact directed toward another player, official, volunteer, committee member, club employee or sponsor representative is proven, the minimum sanction will normally be a six (6) month probationary period, with additional penalties determined by the Executive Committee according to the seriousness of the offence.

Any behaviour that brings FNQWG or the game of golf into disrepute may result in disciplinary action.

REPORTING CONCERNS

Members are encouraged to report concerns promptly to:

- The Tournament Director;
- The Match Committee;
- The FNQWG President; or
- A member of the Executive Committee.

Complaints will be managed confidentially and fairly, with natural justice afforded to all parties.

COMMITMENT TO THE GAME

By participating in FNQWG events, all players, officials, volunteers, member clubs and guests acknowledge that they have read, understood and agree to comply with this Code of Conduct.

Together we are responsible for ensuring that Far North Queensland Women's Golf is recognised for its sportsmanship, inclusiveness, respect and enjoyment of the game.

Adopted by: Far North Queensland Women's Golf Inc.

Effective Date: _____

Review Date: _____

Approved by the Executive Committee: _____