



## **Behaviour Policy**

To be read in conjunction with the County Code of conduct, Disciplinary Policy and procedures, and the Harassment Policy Issue 2.

Behaviour Policy for all Hertfordshire county affiliated golfers.

This policy has been established to promote a culture of mutual respect and consideration among all golfers within our county. Every individual is expected to conduct themselves in a courteous and civil manner both on and off the course.

All members should:

- Communicate politely and listen actively to others' viewpoints.
- Avoid any form of discrimination, harassment, or inappropriate language.
- Respect the decisions and instructions of managers and officials at all times. The managers selection of teams is final and not to be questioned or disputed.
- Address any disputes or concerns through the designated club or county channels in a constructive manner.
- Support a welcoming environment for new and existing members alike.

All members must not:

- Use foul and abusive language.
- Make any public derogatory comments related to the club, county or course, including managers, staff or course officials such as referees.
- Be-disrespectful of other players, referees, volunteers and/or spectators.
- Misuse social media.
- Publicly use critical or disrespectful descriptions of others, courses or Hertfordshire County Golf via any social media platforms.
- Engage in continual communications such as emails and texts relating to any matter but not limited to those listed, which become vexatious or annoying and upsetting to the recipient.
- Act in a manner contrary to the spirit of the game.

## **Administration**

The Committee may impose the following penalties for situations identified above:

First Breach will consist of an informal conversation.

Subsequent Breach or any serious misconduct will be put to a panel and outcome decided by the board.

Breaches of this policy may result in disciplinary action, including verbal or written warnings, or suspension, in line with 2:1:3 of the Hertfordshire Golf disciplinary policy and procedures.

Hertfordshire Golf is committed to ensuring that all members, volunteers and staff feel safe, valued, and respected at all times.

The committee's decision is final.

Responsible Person: Chair

Adopted: November 2025

Review: November 2027