



# Huron Pines

## Code of Conduct

The intention of this policy is to establish clear and acceptable behavior expectations for the Huron Pines (herein referred to as the “Club”) members, employees, and guests. The intent is to ensure that all people are treated with dignity and respect while playing, working, or volunteering at Huron Pines Golf and Country Club golf course, its practice facilities and clubhouse.

The Club deems that upon payment of membership, guest fees or dining at the Club that all members and guests have given their consent to abide by this code of conduct.

### **Objectives:**

The Club’s vision is a welcoming community for all. To that end, the objective of this policy is to ensure an environment that is free from discrimination, harassment, abuse and violence for members, employees, volunteers, and guests.

### **Responsibilities:**

By applying for and accepting membership at the Club, every member is deemed to agree to the following:

1. Their privileges and rights are governed by the Club bylaws and policies and rules; and
2. The conduct of each member is subject to the Club bylaws, policies, and rules.

### **Conduct:**

All members, employees, volunteers, and guests will:

1. Conduct themselves with personal integrity and in a sportsmanlike manner.
2. Respect the rights of all other members, employees, volunteers, and guests.
3. Not engage in any form of discrimination or harassment.
4. Respect the golf course, equipment, and facilities.
5. Refrain from any illegal use of drugs or excessive use of alcohol.
6. Abide by all local, provincial, and federal laws and regulations.
7. Be an ambassador for Huron Pines Golf and Country Club.

**Members and guests must understand that:**

They have no authority to instruct staff on duties or job performance; Club management is responsible for instructing staff in performance of their duties.

Constructive comments regarding the operation of the Club, for the betterment of the Club, are to be **directed to the General Manager or to a board member.**

Member's and guests' behavior must always be respectful in dealing with employees, volunteers, management, Directors, other members, and guests.

**Violations:**

The management of the Club has the authority, to enforce the Code of Conduct with any member or guest who are in violation. This may include suspension of rights and privileges of the offending member or guest and /or termination of membership.

**Disciplinary Review Process:**

1. All complaints will be directed to the General Manager or Board of Directors.
2. The member or guest who has a complaint against them will be notified of the complaint and given an opportunity to respond to the complaint.
3. The General Manager will review the complaint and the response and undertake further investigation as necessary.
4. The General Manager will refer any matter to the Board of Directors that may result in termination or suspension of membership. In all other cases, the General Manager may work to resolve the issue, or may issue reprimand.
5. The General Manager will involve a legal authority as appropriate.
6. For those complaints referred to the Board of Directors, the member or guest will be provided an opportunity to appear before the Board of Directors and be heard if member or guest does so request.
7. If such member or guest appears but fails to satisfy the Board of Directors, the member may be subject to any of the penalties provided herein at the discretion of the Board of Directors.

**Disciplinary Sanctions:**

Based on the severity of the misconduct, Huron Pines Golf and Country Club may apply any of the penalties for the Code of Conduct Code violations:

1. Issue a verbal or written warning to the member or guest.
2. Suspend the member or guest.
3. Expel the member or guest.

**Other Considerations:**

1. While the General Manager and Board of Directors considers the complaint and depending on the severity of the situation, the member or guest will enjoy all membership privileges to which they were entitled to prior to the complaint.
2. All violations of Huron Pines Golf and Country Club Code of Conduct shall be cumulative during their membership and actions/letter be kept on file with the General Manager.
3. A member or guest who has been terminated or is under suspension shall not be invited by another member or guest to the Club.

Huron Pines Golf and Country Club

Board of Directors

April, 2022