



SAINT ANDREWS SOUTH GOLF CLUB Code of Conduct

PURPOSE AND INTENT

Saint Andrews South Golf Club (to be called the Club here forward) is implementing a Code of Conduct policy. The Club fosters a culture that values, appreciates and respects all members, their families, guests and employees. Members and guests shall conduct themselves in a manner consistent with these values. The intention of this policy is to establish clear and acceptable behavioral expectations for the Club. This tool is being put in place to ensure that all members, guests and employees can expect to feel safe and be treated with respect while enjoying the Club.

The Club deems that, upon payment of initiation fees and membership dues, all members and guests will be bound by the following Code of Conduct and its provisions.

CODE OF CONDUCT

All members and guests shall:

- 1) Treat others with courtesy, dignity and respect regardless of race, color, national origin, gender, religion, sexual orientation, disability or any other condition that is protected by law.
- 2) Treat Club employees in a respectful manner and shall not directly or indirectly reprimand, demand, or verbally abuse any employee.
- 3) Conduct themselves in a sportsmanlike manner in all golf activities,

- 4) including observing applicable rules and etiquette of fair play.
- 5) Not harass, provoke, threaten or slander any member, guest or employee of the Club either personally or publicly including through social media.
- 6) Not engage in a manner likely to harm the welfare, safety or reputation of the Club.
- 7) Understand that conduct resulting in damage to the property of the Club is unacceptable and payment for damages will be required.
- 8) Understand that the Club adheres to the Florida Responsible Vendor Act. This act educates servers and sellers on the proper and legal manner of serving alcohol, which protects the Club's alcohol license. Actions which lead to negative behavior will not be tolerated.
- 9) Understand that members have no authority to instruct staff on duties or job performance; club management is responsible for instructing staff in performance of their duties.

Direct comments regarding the operation of the Club, for the betterment of the Club, in writing, to the Board of Directors or the General Manager.

VIOLATIONS/DISCIPLINARY SANCTIONS

In accordance with Article Eight of the Club's By Laws, any violation of the Code of Conduct which occurs will be submitted in writing to the Membership Chairperson. The violation will then be submitted to the Membership committee, by the Chairperson. The Membership committee will assess the situation and level of severity. At this point, the member will have an opportunity to state their case in a courteous and respectful manner, within five (5) days. The Membership committee shall forward its recommendation to the Board of Directors.

It will be the Board of Director's responsibility to determine the extent, severity and enforcement of the penalty, if any. This could include temporary or permanent loss of membership in the Club.