

HICKLETON GOLF CLUB

Code of Conduct & Zero-Tolerance Anti-Harassment Policy

Effective: [May 2025]

1. Introduction

Hickleton Golf Club is dedicated to fostering a welcoming, respectful, and inclusive environment for all members, staff, guests, and visitors. This Code of Conduct outlines the expectations for personal behaviour and reinforces the Club's commitment to maintaining an environment free from sexual harassment, discrimination, and any form of inappropriate or harmful conduct.

Everyone associated with the Club is encouraged to conduct themselves with integrity, courtesy, sportsmanship, and mutual respect, both on Club grounds and when representing the Club elsewhere.

This document supports and complements the Club's Complaints Handling Procedure and Constitution.

2. Standards of Behaviour

Hickleton Golf Club promotes a positive and respectful atmosphere. Members and guests are encouraged to avoid behaviours that may impact the comfort or dignity of others, including:

- Any form of sexual harassment or conduct of a sexual nature that may be considered unwelcome, inappropriate, or offensive.
 - Discrimination based on gender, race, age, disability, religion, sexual orientation, or any other protected characteristic.
 - Harassment, bullying, or intimidation in verbal, physical, or written form.
 - Aggressive or confrontational behaviour.
 - Use of offensive or inappropriate language.
 - Careless or improper use of equipment.
 - Irresponsible consumption of alcohol or the use of illegal substances.
 - Dishonesty in competition or misrepresentation of results.
 - Use of social media in a way that may reflect poorly on others or the Club.
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3. Conduct on the Course

All players are expected to:

- Follow the rules of golf as outlined by the **R&A** and adhere to local course rules.
- Demonstrate good sportsmanship, fairness, and courtesy at all times.

- Help maintain the course by repairing pitch marks, raking bunkers, and replacing divots.
- Show consideration for fellow players by avoiding:
 - Loud or disruptive behaviour.
 - Throwing or damaging equipment.
 - Shouting or unsporting conduct.

Appropriate dress in line with the Club's guidelines is expected. Mobile phones should be used discreetly, kept on silent, and used only when necessary, in a manner that does not disturb play.

4. Promoting Positive Conduct

While behaviours vary in nature, all individuals are encouraged to be mindful of how their actions may affect others. Examples of conduct that may be inconsistent with Club values include:

- **Mild Concerns:** Inappropriate language, poor manners, or neglect of equipment etiquette.
- **Moderate Concerns:** Behaviour that may affect the reputation of the Club or negatively impact other members.
- **Serious Concerns:** Any instance of harassment, discrimination, or conduct that may cause significant distress to another individual.

The Club encourages open dialogue and early resolution of any concerns where possible, with a view to maintaining a positive community atmosphere.

Anyone found to be in breach of our Code of Conduct will be referred to the committee for review where disciplinary action may be taken.

5. Speaking Up

Anyone who feels uncomfortable, experiences inappropriate behaviour, or witnesses conduct that may not align with Club values is encouraged to speak up. Concerns may be shared with Club Management or the appropriate contact person.

To support a thoughtful and fair response, it is helpful if concerns can be raised in writing and as close to the time of the incident as possible. All reports are treated with care, and confidentiality is respected.

6. Commitment to a Safe Environment

Hickleton Golf Club is committed to maintaining a space where everyone feels safe, included, and respected. We believe in upholding the dignity of all individuals and building a culture based on mutual respect and accountability.

All members, visitors, and staff are encouraged to support these standards and to contribute to a positive Club environment.

For further information or to raise a concern, please contact:
Sarah Branton – Golf Club Manager
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