

**Code of Conduct for all Members of Wenvoe Castle Golf Club**

1. Expected behaviour.
   1. Treat everyone with respect.
   2. Respect fellow members of the club by using good practices and acceptable behaviours.
   3. Be mindful of your surroundings and of other club users.
2. Examples of unacceptable behaviour
   1. Promoting or participating in harassment, bullying, discrimination, or intimidation on-site, online, and/or on social media.
   2. Verbal, written, or other forms of abuse of any attendee, speaker, volunteer, staff member, service provider, or other guest.
   3. Examples of abuse include, but are not limited to, verbal comments related to gender, sexual orientation, disability, physical appearance, body size, race, religion, national origin, inappropriate use of nudity and/or sexual images in public spaces or in presentations.
   4. Threatening or stalking in-person or online.
   5. Disruption or disallowing participation by others.
   6. Failure to follow meeting protocol.
   7. Physical or verbal abuse, including attacks on ideas vs. respectful, disagreeing dialogue.
   8. Use of social or mainstream media to target individual actions of participants in a way that could harm their privacy or professional status or open them to slander or libel.
3. Consequences and reporting unacceptable behaviour.
4. Anyone requested to stop unacceptable behaviour is expected to comply immediately.
5. Anyone violating the Code of Conduct in a meeting may be removed from that meeting. Unacceptable behaviour may result in bans from future meetings or other sanctions, depending on the specifics.
6. If any club member experiences or is a witness to behaviour that constitutes a breach of this code should report the incident to a member of the Management Committee immediately.

Acknowledgement and agreement to abide by this code of conduct is a condition of membership of Wenvoe Castle Golf Club.

Other Relevant Policies of WCGC: Social Media Policy