

CODE OF CONDUCT  
*ELMIRA GOLF CLUB LIMITED*

Infractions to the following Code of Conduct by law will be assessed by the Threat Assessment Team and/or Board of Directors; however, club staff is authorized to approach any person if proper behaviour is not adhered to. The more serious infractions could result in cancellation of membership privileges, suspension of golf privileges at any time without refund or other disciplinary action as may be required:

- ❖ Any conduct considered threatening or harassing or that could threaten the physical or emotional safety of the individual exhibiting the behaviour or others will not be tolerated.
- ❖ Elmira Golf Club will not tolerate sexual harassment of any kind. Sexual harassment includes any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence, humiliation or that is known or ought reasonably to be known to be unwelcome. Although the offender may not perceive their comments or actions to be discriminatory or unwelcome because the defender did not communicate their discomfort does not excuse the behaviour.
- ❖ Inappropriate expressions of anger are not acceptable and foul or abusive language will not be tolerated at any time.
- ❖ Intoxication will not be tolerated and anyone who exhibits behaviour that would suggest the person is intoxicated will be refused service and anyone believed to have consumed alcohol not purchased from Elmira Golf Club will be dealt with accordingly under our alcohol policy.
- ❖ Any conduct that could result in damage to the property of Elmira Golf Club is unacceptable and payment for damages by the individual(s) will be required.
- ❖ We have implemented a “RED LIGHT” warning system. If you are interacting with our staff and they hold up their hand and say “RED LIGHT” to you, this means that your behavior is unacceptable and you must stop immediately. Failure to do so will put you in violation of our Code of Conduct and you may be asked to leave the premises.
- ❖ Code of Conduct also includes golf course etiquette, acceptable dress code, pace of play, noise complaints, and any golfers leaving the property during play. Our Staff are authorized to approach any golfer if proper behavior is not adhered to or if a complaint has been made by another person.

This Code of Conduct of the Elmira Golf Club, including any forms of communication, applies to all members, guests, staff and workers of the Elmira Golf Club.