



GolfRSA Code of Conduct & Ethics Code:

Introduction:

The GolfRSA Code of Conduct & Ethics Code and the GolfRSA Disciplinary Code is documented and issued to indicate the general standards of behaviour that are expected and ensure that corrective action and discipline is administered consistently, promptly and fairly. These codes are considered to be important elements of GolfRSA ethos and are applicable to all members, and in the case of minors, includes their respective parents or legal guardians. It should also be noted that these documents may also have a bearing on the behaviour of the member outside of normal GolfRSA activities should the member's conduct bring the name of the sport or GolfRSA into disrepute.

This document encourages a responsible and self-disciplined approach, rather than a punitive one based on fear. The maintenance of discipline and ensuring a sporting ethic is an integral part of the responsibilities of every GolfRSA member. The onus therefore lies with the GolfRSA members to apply this code in an effective and equitable manner and in the interests of the well-being of GolfRSA and all its stakeholders and sponsors.

Should expected norms of conduct not be met by any member, corrective action will be initiated by GolfRSA or its member Unions or their member Clubs. Corrective action may include the application of informal or formal disciplinary measures. GolfRSA confirms that the purpose of discipline and punishment should be constructive and not destructive; educative rather than punitive. GolfRSA recognises that the best interest of the member is of paramount importance in every decision affecting a member and this principle will be the basis of all decisions relating to the consideration of, application of and judgments relating to this disciplinary code.

These documents are available to every member and parents of minor members of GolfRSA. The documents are prescriptive and subject to change and amendment. Note that these documents which encapsulate the disciplinary code and code of conduct and ethics code, while creating certainty regarding issues of discipline and conduct are also general guidelines for the implementation of corrective action and discipline.

Code of Conduct & Ethics Code:

As a member of GolfRSA and/or a parent or legal guardian of a minor member of GolfRSA, I agree to:

1. Treat everyone fairly and with respect, regardless of gender, culture, ethnicity, age, religion, sexual orientation, political belief, economic status or ability.
2. Avoid the use of what may be perceived as threatening or aggressive use of language.
3. Avoid body contact that may be perceived as unwanted.
4. Avoid all types of verbal intimacy that may be perceived as sexually charged.
5. Avoid expressions, jokes and opinions that relate to a member's gender or sexual orientation in a negative way.
6. Avoid contact with athletes or minors in private spaces unless there are several persons present or in agreement with parents / guardians or the sports management.

7. Show respect for the members private life.
8. Avoid dual relationships, for example coaching an athlete and being in a relationship with an athlete. If a reciprocal relationship is established, it should be reported to the relevant manager.
9. Do not offer any form of reward with the purpose of demanding or anticipating sexual services in return.
10. Respect and abide by the rules and play in the spirit of the game, respecting the officials and the opponents.
11. Display high standards of behaviour that promote a positive image for the game and the organization, maintaining self-control and dignity at all times.
12. Reject bribery, corruption, drugs, racism, violence and other dangers to the sport and help others to resist corrupting pressures.
13. Abstain from the use of drugs, tobacco products, electronic cigarettes and alcoholic beverages when participating in any South African Junior Golf event.
14. Never provide under-age participants with alcohol, drugs or tobacco products.
15. To comply with all applicable criminal codes as provide by South African Law.
16. Communicate and co-operate with registered medical practitioners / testing centre in the diagnoses, treatment and management of medical problems and respect the concerns these medical people have when they are considering a member's ability to continue to play or train.
17. Abide by the Rules of Drug Free Sport and do not violate any of the anti-doping rules. (it is required that all members educate themselves of all the SAIDS Anti-Doping Rules applicable for the current year – www.drugfreesport.org.za).
18. Refrain from public criticism of GolfRSA, athletes, coaches, officials and volunteers, especially when addressing the media.
19. Never communicate directly on a device with a minor, always communicate with their parents or legal guardians or in a group chat that includes their parents or legal guardians.
20. Not misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations.
21. Not knowingly disseminate false or misleading information or make a false allegation about another member.
- 22. Take action and report if a breach of any rule is experienced.**

By accepting a position on a national squad or team member of GolfRSA I agree to:

1. Attend all squad or team events. Should I not be able to attend for any reason, this will be communicated immediately and in advance to the team leader / staff member.
2. Accept the authority of the Team Manager / Leader and or National Coaches and agree to abide by their instructions which do not breach this code.
3. Participate in all individual and team education, testing, training or fitness sessions and satisfy all team program-testing objectives.
4. Arrive on time and attend the full session duration.
5. All results and reports on my participation at camps and events can be retained by GolfRSA relating to my player profile.
6. Wear GolfRSA issued clothing at all National Squad Camps and funded events and adhere to the dress code of the team as indicated by the Team Manager / Leader.
7. Not wear any clothing that conflicts with sponsors kit for any official and funded event.
8. Promote the GolfRSA brand positively and at every occasion possible.
9. Recognize that as a squad / team members I am an ambassador of GolfRSA and as such realise that any social media publication is a representation of me and the GolfRSA brand.
10. Any offensive publication on social media can have consequences to my eligibility as a squad

or team member.

11. Keep all engagements between myself and GolfRSA confidential and I will not share information that is not public knowledge or what GolfRSA has chosen to communicate.

As a coach or team manager I agree to:

1. Be generous with praise when deserved and give members positive inputs and feedback.
2. Provide equal opportunity for all members to learn skills and further themselves.
3. Encourage individuals to continue their participation in sport.
4. Be reasonable when scheduling games and practices.
5. Not ridicule or yell at members for making mistakes or for performing poorly.
6. Ensure the equipment and facilities are safe and match the athlete's ages and abilities.
7. Ensure all required training is undertaken.
8. Consider the athlete's future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.
9. Keep athletes and officials updated on the protocol of other countries where they may compete.

As a GolfRSA staff member, administrator, Executive member or person in a leadership positions, I agree to:

1. Discourage any sport program from becoming primarily an entertainment for the spectators.
2. Make sure that the age and maturity levels of children are considered in program development, rule enforcement and scheduling.
3. Ensure that the code of conduct and ethics code, as well as the safeguarding policy is distributed, understood and agreed upon by all members.
4. Promote and develop the game by sharing knowledge and experience.
5. Administer all issues relating to the sport in the best interest of the sport and not for personal gain.
6. Ensure that high standards or risk management are maintained.
7. Ensure all administrative plans and actions align with the interests of good corporate governance and that all actions subscribe to good ethical and anti-corruption practices.
8. Never make use of my position, or the information gained through the position, to the advantage of myself or any other person.
9. To avoid conflict of interest, disclose any personal interest of a material nature to the chair and subsequently abstain from any discussion, decision or vote on issues related to such interest.

Statement

Everyone acting on behalf of GolfRSA, its members and affiliated clubs is obliged to abide by the GolfRSA Code of Conduct & Ethics Code, the GolfRSA Disciplinary Code and the GolfRSA Safeguarding Code of Conduct. It is therefore reasonably assumed that:

- *you have read the GolfRSA Code of Conduct & Ethics Code, the GolfRSA Disciplinary Code and the GolfRSA Safeguarding Policy*
- *you agree to fulfil your duty of care to the best of your ability, and*
- *you agree to abide by the principles and behaviours as outlined in these codes.*