



Bowood Hotel, Spa and Golf Resort

Code of Conduct for Members and Visitors

Bowood Hotel, Spa and Golf Resort believes that it is the responsibility of everybody involved in our club to ensure that it remains a safe place, free from discrimination, fear and where possible, risk.

In doing so we ask that you:

- Treat everyone equally and do not discriminate on the grounds of age, gender, race, religion or belief, sexual orientation or disability
- Help to create an environment where all have an equal opportunity to participate
- Respect the rights, dignity and worth of every person and treat everyone with mutual trust and respect
- If you see any form of discrimination, do not condone it or allow it to go unchallenged, report it to the General Manager or to the Director of Golf as soon as possible
- Maintain the well-being and safety of all individuals
- Promote the positive aspects of golf when representing yourself or the club (e.g. fair play, honesty and etiquette)

We will not tolerate any form of:

- verbal, physical, sexual and emotional abuse including harassment or bullying
- Verbal abuse or harassment towards staff and other workers at the club
- Offensive and insulting written communications (including emails and text messages) to staff, workers, committee representatives or other members
- Excessive foul language / loud swearing, in the clubhouse and on the course
- Posting hurtful comments or personal attacks on social networking sites
- Drunkenness which often leads to inappropriate and / or offensive behaviour
- Illegal behaviour such as smoking indoors or consuming illegal or performance enhancing drugs or stimulants
- Any form of cheating, which may include deliberate manipulation of handicap
- Any failure to properly care for the course – for example failure to repair pitch marks, not raking bunkers, not replacing divots, pulling trollies or driving golf buggies onto or across greens or teeing grounds
- Acting in a manner contrary to the spirit of the game of golf (Rule 1 Rules of Golf)

Any breaches of this Code of Conduct will be subject to our disciplinary procedures and dealt with immediately by the Club.