



# Introduction



## *Code of Conduct*

This code of conduct is designed to enhance the values of our club and to ensure that all members and their guests enjoy the game of golf and social events in a pleasant and friendly environment. It also ensures that all those working or volunteering for the club will be treated fairly and with respect.

The club promotes the values of:

- ✓ Integrity
- ✓ Respect
- ✓ Fairness

This code applies to all members, committee, guests and staff of Nenagh Golf Club.



**Rules of Golf,  
World  
Handicap  
System  
and Local  
Rules**



Members must adhere to all rules of the Royal and Ancient Golf Club of St. Andrews (generally referred to as the 'rules of golf') apply, without exception. So too to the rules and regulations governed by the World Handicap System (WHS).

Members are encouraged to familiarise themselves with the rules of golf <https://www.randa.org/rog/the-rules-of-golf> and the World Handicap System <https://www.golfireland.ie/handicap-system>.

Members must also adhere to all local rules, as displayed in the clubhouse or on the score card.

It is the duty of every member to become familiar with all local rules and to all changes to the local rules.



# Course Etiquette



## *Code of Conduct*

- ✓ Good behaviour, sportsmanship and fair play should be paramount in every golfer's thinking
- ✓ All golfers must always repair divots and must repair pitch marks on the green, including where practical the pitch marks of others.
- ✓ All golfers must carefully rake bunkers after playing their shot and leave the rake in the centre of the bunker.
- ✓ Always try to keep up to the group in front.
- ✓ Avoid the use of abusive or profane language.
- ✓ Mobile phones are allowed on the course, provided they are switched to silent.
- ✓ All golfers must adhere to the Club's Dress Code.



# Course Etiquette



## *Code of Conduct*

- ✓ Do not move or talk when a player is playing a shot.
- ✓ When a player is about to make a stroke never stand directly behind or in front of his/her line of sight. Whenever possible, stand facing the player taking the stroke.
- ✓ Before swinging your club, always ensure it is safe to do so.
- ✓ Do not play your shot until players ahead of you are out of range. If in doubt, wait.
- ✓ If you play a shot in the direction of another person, shout "Fore" as loud as you can.
- ✓ Try to watch your fellow player's ball in flight to assist him/her in finding it.



# Course Etiquette



## *Code of Conduct*

- ✓ Avoid distracting other players by making excessive noise.
- ✓ Ensure that your shadow does not interfere with another player's shot or line of putt.
- ✓ The player who holes out first, or is out of the hole, should tend the flagstick. Otherwise, the flagstick should be tended by the player whose ball is nearest the hole.
- ✓ Do not step on the line of a fellow player's putt.
- ✓ While attending the flagstick, ensure that your shadow does not interfere with the player's line of putt.
- ✓ Always remain on or near the green or tee until the last shot has been taken.
- ✓ Replace the flag correctly, when all players have holed out.



## Pace of Play



### *Code of Conduct*

Nenagh Golf Club is a very busy golf club with an extraordinary demand for tee times.

To facilitate demand from our members, the club has reduced time sheet intervals as much as reasonably practical.

Consequently, it is critical that all golfers are fully aware that they must keep their place on the course.

- ✓ For the enjoyment of all our golfers, we operate a 'Pace of Play' policy.
- ✓ Max time for a 4 ball – 3 hours 55 minutes
- ✓ Max time for a 3 ball - 3 hours 40 minutes
- ✓ If looking for a ball, call the next group through.
- ✓ At the green, leave your golf bag at the exit from the green to the next tee so that you can vacate the green as quickly as possible.
- ✓ Keep up with the players ahead of you.
- ✓ If there is a gap in front of you, close the gap.



## Pace of Play Targets



<b>Split times</b>	<b>6 holes</b>	<b>12 holes</b>	<b>18 holes</b>
3 balls	1 hr 15 mins	2 hrs 30 mins	3 hrs 40 mins
4 ball	1 hr 20 mins	2 hrs 40 mins	3 hrs 55 mins





# Timesheet Etiquette

08:20	
08:30	
08:40	
08:50	
09:00	
09:10	
09:20	
09:30	

- ✓ Players must turn up in good time prior to tee time and report to the pro-shop before commencement of play in competitions.
- ✓ Players must take their names off the timesheet or inform Pro-shop if unable to play.
- ✓ Before commencement of play in a competition the member must pay the entry fee and if applicable to the competition, sign into the computer using his/her given Golf Ireland Number.





## Clubhouse Etiquette



- ✓ Always respect the staff.
- ✓ Always respect the club facilities.
- ✓ Drunken or abusive behaviour will not be tolerated.
- ✓ The clubhouse is frequented by all age groups and it is important to be mindful not to cause offence by improper utterances or bad language.
- ✓ Vaping and smoking are strictly forbidden in the clubhouse and other areas as per notices.
- ✓ If bringing visitors to the bar or restaurant, please ensure to sign the visitor into the visitor's book.



# Complaints

- ✓ All complaints concerning matters under the jurisdiction and control of the Committee of the Club concerned shall be referred primarily to the Honorary Secretary of that Club who, if unable to resolve same, shall request same in writing from the complainant and, if obtained, shall place the complaint on the agenda for the next Meeting of the Committee of such Club for investigation and decision.
- ✓ While it is required that a complaint against any member shall be in writing, the absence of a written complaint shall not preclude the further processing of any disciplinary issue where the Committee are of the opinion that this is warranted by circumstances.



## Definitions of Misconduct

For the purposes of this code, Nenagh Golf Club uses the following definitions:

Misconduct, is the improper interference, in the broadest sense, with the proper functioning or activities of the Club, or those who play in the Club or those who work in the Club or action which otherwise damages the Club.

Subject to the general definition above, the following shall constitute misconduct:

- ❖ Disruption of, or improper interference with the administrative, sporting, social or other activities of the club, whether on club premise or elsewhere.
- ❖ Obstruction of or improper interference with the functions, duties or activities of any fellow member, member of staff or another employee or any authorised visitor.
- ❖ Violent, indecent, disorderly, threatening, or offensive behaviour or language whilst on club premises or elsewhere (including digital means & social media).
- ❖ Fraud, deceit, deception, or dishonesty in relation to the club or its staff or in connection with holding any office in the club or in relation to being a member of the club.



## Definitions of Misconduct (continued)

### *Code of Conduct*

- ❖ Behaviour likely to cause injury or impair safety on club premises.
- ❖ Sexual, racial or any other form of personal harassment of any fellow member, committee member, member of staff or another employee of the club or any authorised visitor.
- ❖ The use of any unfair means in competition.
- ❖ Damage to or defacement of club property, the property of other club members, caused intentionally or recklessly, or the misappropriation or misuse of such property. Misuse or unauthorised use of club premises or items of property, including inappropriate use of computer.
- ❖ Conduct, which contravenes a previously imposed penalty, requirement or undertaking under this code.
- ❖ Conduct which constitutes a criminal offence where that conduct
  1. Takes place on club premises, or
  2. Affects or concerns other members of the club or members of the public, or
  3. Itself constitutes misconduct within the terms of this code, or
  4. Is an offence of dishonesty, where the member holds an office of responsibility in the club.



## Disciplinary Process

### *Code of Conduct*

In general, disagreements between members should be settled amicably and informally.

Minor breaches and minor complaints should be dealt with by the Captain of the relevant club (i.e. Men's/Women's club)

More serious complaints and breaches of the code of conduct will be dealt with under the club disciplinary procedures, which must align to the principles of natural justice.

- ❖ Adequate notice and information on the nature of the issue will be provided to the accused,
- ❖ The investigation of the issue must be unbiased
- ❖ The decision-making process must be unbiased,
- ❖ The accused must be offered a hearing
- ❖ The accused must be granted leave to appeal the decision.



## Sanctions

Any one or more of the following penalties may be imposed for breaches of the code of conduct / misconduct

- ❖ A reprimand
- ❖ A written warning as to future conduct.
- ❖ A requirement from the Management Committee that the member gives an undertaking as to future conduct in such terms and containing such conditions as the Committee may prescribe. A breach of this undertaking will constitute misconduct.
- ❖ Exclusion for a stated period or permanently from any part of the Golf Club.
- ❖ Suspension of handicap
- ❖ Suspension from membership of Nenagh Golf Club and its activities for a determined period.
- ❖ Expulsion from Nenagh Golf Club and all its activities.
- ❖ Such other penalties as determined from time to time by the committee.