

# **Brudenell Golf Club Association Code of Conduct & Ethics**

## **Purpose**

1. The purpose of this Code is to ensure a safe and positive environment within the BGCA programs, activities, and events by making Members aware that appropriate behavior is expected at all times.

BGCA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment where all individuals can safely participate in sports and are treated with respect and fairness.

## **Application of this Code**

2. This Code applies to any Member's conduct during the business, activities, and events of Prince Edward Island Golf Association, including, but not limited to, competition and any meetings.

All Members must agree to accept compliance with the BCGA Code of Conduct when registering for their annual membership. The Code of Conduct will be displayed at the clubhouse and available on the BGCA website.

3. In addition, breaches of this Code may occur when the Members involved interacted due to their mutual involvement in the sport, if the breach occurred outside of the sports environment, or if the breach had a serious and detrimental impact on the Member(s).
4. Any Member who violates this Code may be subject to sanctions as outlined in the Association's Bylaws.

## **Members Responsibilities**

5. Members have a responsibility to:
  - a. Refrain from any behavior that constitutes Maltreatment, Discrimination, or Harassment.
  - b. Maintain and enhance the dignity and self-esteem of other Members by:
    - i. Treating each other with the highest standards of fairness, honesty, respect and integrity;
    - ii. Focusing comments or criticism appropriately and avoiding public criticism of other Members;
    - iii. Consistently demonstrating the spirit of sportsmanship, sport leadership, and ethical conduct;

- iv. Acting, when appropriate, to correct or prevent practices that are unjustly discriminatory; and
- v. Ensuring adherence to the rules of the sport and the spirit of those rules.
- c. Refrain from the use of power or authority in an attempt to coerce another person to engage in inappropriate activities.
- d. Promote sport in the most constructive and positive manner possible.
- e. Refrain from engaging in deliberate cheating, which is intended to manipulate the outcome of a para-classification or competition, and/or not offer or receive any bribe that is intended to manipulate the outcome of a competition.
- f. Comply, at all times, with the bylaws, policies, procedures, and rules and regulations of BGCA as adopted and amended from time to time.

### **Board and Committee Members and Staff**

- 6. In addition to section 5 (above), Board and Committee Members have additional responsibilities to:
  - a. Function as a Board or Committee Member or staff member of the BGCA in a manner that is free of conflicts of interest involving other organizations or constituencies.
  - b. Conduct themselves professionally, lawfully, and in good faith.
  - c. Ensure that financial affairs are conducted in a responsible and transparent manner with due regard for all fiduciary responsibilities.
  - d. Not accept or seek, on behalf of themselves or any other person, any significant service, benefit, or gift from anybody offered as a result of them carrying out their duties for BGCA.
  - e. No political contributions (cash or non-cash) will be made by them on behalf of or in the name of BGCA
  - f. Exercise the degree of care, diligence, and skill required in the performance of their duties pursuant to applicable laws.
  - g. Maintain confidentiality of private organizational information and do not use confidential or proprietary information for any purpose other than BGCA Business.
  - h. Have a thorough knowledge and understanding of all policies and by-laws of BGCA, all of which are posted on the BGCA website.
  - i. Take steps to develop and/or increase their knowledge and skills related to Board activities, such as Fiduciary Responsibility, Financial Literacy, Conflict Resolution, and Boardroom Etiquette.