



Western Province Golf

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NPO Registration Number 296-572

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ETHICS CODE

Introduction

The WP Golf Ethics Code is documented and issued to indicate the general standards of behaviour that are expected and that, when required, corrective action and discipline is administered consistently, promptly and fairly.

This code is considered to be an important element of WP Golf ethos and is applicable to all members, and in the case of minors, includes their respective parents or legal guardians. It should also be noted that this document may also have a bearing on the behaviour of the member outside of normal WP Golf activities should the member's conduct bring the name of the sport or WP Golf 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 WP Golf member. The onus therefore lies with the WP Golf members to apply this code in an effective and equitable manner and in the interests of the well-being of WP Golf and all its stakeholders and sponsors.

Should any member not meet expected norms of conduct, WP Golf and/or their Affiliated Clubs will initiate corrective action. Corrective action may include the application of informal or formal disciplinary measures. WP Golf confirms that the purpose of discipline and punishment should be constructive and not destructive; educative rather than punitive. WP Golf 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 judgements relating to this disciplinary code.

This document is prescriptive and subject to change and amendment.

As a (playing) member of WP Golf and/or a parent or legal guardian of a minor (playing) member of WP Golf, 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 minors in private spaces unless there are several persons present or in agreement with parents / guardians or the WP Golf representative.
7. Show respect for the member's private life.
8. Avoid dual relationships, for example coaching a player and being in a relationship with that player. If a reciprocal relationship is established, it should be made known.
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, when participating in any WP Golf event.
14. Minors must never be provided with, and must abstain from, the use of tobacco products, electronic cigarettes and alcoholic beverages, when participating in any WP Golf event.
15. To comply with all applicable criminal codes as provide by South African Law.
16. 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).
17. Refrain from public criticism of WP Golf, players, coaches, officials and volunteers, especially when addressing the media.

18. 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.
19. Not misrepresent competitive achievements, professional qualifications, education, experience, eligibility, criminal record or affiliations.
20. Not knowingly disseminate false or misleading information or make a false allegation about another member.
21. Take action and report if a breach of any rule is experienced.

In addition as a selected member of a WP Golf team or squad 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 Manager.
2. Accept the authority of the Team Manager / Leader and 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 WP Golf relating to my player profile.
6. Wear WP Golf issued clothing at all Team/Squad sessions 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 sponsor's kit for any official and funded event.
8. Promote the WP Golf brand positively and at every occasion possible.
9. Recognize that as a squad / team member I am an ambassador of WP Golf and as such realise that any social media publication is a representation of not only myself but also the WP Golf 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 WP Golf and myself confidential and I will not share information that is not public knowledge or what WP Golf has chosen not to communicate.

As a WP Golf Team Manager/Chaperone 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 player's ages and abilities.
7. Ensure all required training is undertaken.
8. Consider the player's future health and well-being as foremost when making decisions regarding an injured athlete's ability to continue playing or training.

As a WP Golf staff member, administrator, Executive member or person in a leadership position, 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 minors are considered in development programs, rule enforcement and scheduling.
3. Ensure that the code of conduct, ethics code, as well as the safeguarding policies are 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 go 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.

In the event of a transgression of this Code, WP Golf will initiate the necessary action. Corrective action may include the application of informal or formal disciplinary measures as set out in the WPG Disciplinary Code.

Statement

Anyone in their role or capacity as mentioned above, are obliged to abide by the WP Golf Ethics Code. It is therefore reasonably assumed that:

- *you have read the WP Golf Ethics Code*
- *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 this code.*

GolfRSA Document: Adopted by WP Golf

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President: Maureen Weimar | **GM Golf Operations:** Robert Scott | **GM Finance & Admin:** Michele Kern