

# Butte des Morts Country Club

## Code of Conduct

The Butte des Morts Country Club (BDMCC) code of conduct was developed to ensure a safe, friendly, and respectful place for members, member's family, guests, and staff where all may gather in a spirit of cooperation, relaxation, goodwill, fun and friendly competition. BDMCC deems that upon payment of membership dues or green fees, all members, member's family, and guests will have given their consent to be bound by both the expectations and penalties imposed by this code of conduct. The code of conduct differs from rules in that it addresses acceptable and unacceptable behavior.

All members, member's family, guests and staff are expected to conduct themselves in a manner that:

- 1) Promotes and supports an environment and culture that is reflective of personal integrity and respect toward fellow members, member's family, guests, and staff.
- 2) Exhibits self-discipline to abide by this code of conduct and rules that govern us.
- 3) Exercises proper etiquette and behavior when using all club facilities.
- 4) Acknowledges BDMCC is a respectful family friendly environment.
- 5) Exemplifies that being an ambassador for BDMCC when in the community or at other clubs, means members actions shall not damage the character, integrity goodwill of BDMCC in any manner.
- 6) Takes pride in protecting the physical property reputation and inherent positive climate of our club.
- 7) Understands members, member's family, and guests shall have no authority to instruct staff in performance and duties.
- 8) Is vigilant in reporting real or perceived safety hazards to staff and or General Manager.
- 9) Encourages members make suggestions to the board, committee members or General Manager on the operation of the club.
- 10) Does not denigrate members, member's family, guests, or staff and will not create unnecessary strife and or divisiveness.
- 11) Is free from harassment of members, member's family, guests, or staff. Sexual harassment includes but is not limited to unwelcome sexual advances, verbal or physical conduct of a sexual or similarly offensive nature, offensive comments, jokes, innuendos and any other sexually oriented statements.
- 12) Promotes sportsmanship in all sporting activities by adhering to all applicable rules and standards of etiquette and fair play.

Resolution of violations to the BDMCC code of conduct:

- 1) Violations shall be reported promptly and will be addressed promptly by club management.
- 2) In all cases, should there be damage to property, monetary restitution will be mandatory to continue membership.
- 3) After management has reviewed the matter, the member or guest shall be offered an opportunity to make their case. During this review time, the member shall keep the privileges of his/her membership category.
- 4) After the member or guest has presented their case, the board or Executive Committee will decide the extent of the penalty that could include temporary loss playing privileges, clubhouse access or complete loss of membership.