

1. PURPOSE AND STATUS

This Policy sets out the standards of conduct, ethics, discipline and fair procedure required by Boland Golf. It is a combined policy incorporating the Code of Conduct, Ethics Code and Disciplinary Policy, and is intended to promote integrity, respect, safety, accountability, fair play and good governance in all Boland Golf activities.

Discipline under this Policy must be constructive, corrective and educative where appropriate, while allowing firm action where conduct threatens safety, integrity, fairness, safeguarding, governance or the reputation of Boland Golf, GolfRSA, member clubs, sponsors or the sport of golf.

2. AUTHORITY, ALIGNMENT AND APPLICATION

This Policy is adopted under the authority of the Boland Golf Constitution and applies to all members, players, junior players, parents, guardians, coaches, team managers, officials, volunteers, employees, contractors, service providers, spectators, representatives, affiliated clubs and any person participating in, representing, attending or acting under the authority or auspices of Boland Golf.

3. DEFINITIONS

Boland Golf means the Boland Golf Union and any authorised structure, committee, team, event or representative acting under its authority.

Participant means any person covered by this Policy, including players, members, officials, coaches, managers, volunteers, parents, guardians, spectators, employees, contractors, service providers and representatives.

Misconduct means any act, omission or behaviour that breaches this Policy, Boland Golf rules, tournament conditions, GolfRSA requirements, safeguarding standards, the Rules of Golf, the Rules of Amateur Status, the World Handicap System, lawful instructions, or accepted standards of sportsmanship and integrity.

Safeguarding concern means any concern involving harassment, abuse, bullying, discrimination, exploitation, neglect, poor practice, child protection, vulnerable persons, inappropriate communication, retaliation or conduct that may place a participant at risk of harm.

4. PRINCIPLES AND EXPECTED STANDARDS

- Act honestly, fairly, respectfully and with accountability.
- Promote fair play, integrity, inclusivity, safety and the spirit of the game.
- Comply with tournament rules, official instructions, safeguarding requirements, anti-doping rules and applicable policies.
- Avoid threatening, abusive, discriminatory, humiliating, dishonest, unsafe or inappropriate conduct.
- Report misconduct, safeguarding concerns or integrity concerns as soon as reasonably possible and without fear of victimisation.

5. SPECIFIC CONDUCT REQUIREMENTS

Participants must uphold this Policy during tournaments, leagues, championships, coaching, training, team travel, representative matches, meetings, official communications, online activity connected to Boland Golf, and any conduct outside Boland Golf activities that may reasonably bring Boland Golf, GolfRSA, a member club, the sport of golf or a sponsor into disrepute.

6. CATEGORIES OF OFFENCES

Category	Description	Examples
Minor misconduct	Conduct that is inappropriate but has limited impact and can usually be corrected informally.	Late arrival, minor dress-code breach, discourteous language, failure to follow reasonable event guidance.
Moderate misconduct	Repeated minor misconduct or conduct that disrupts an event, team environment or official process.	Repeated non-compliance, disrespect toward officials, inappropriate digital communication, failure to attend required activities without valid reason.
Serious misconduct	Conduct that materially affects safety, fairness, integrity, reputation, safeguarding or governance.	Verbal abuse, intimidation, dishonesty, cheating, discriminatory language, aggressive conduct, serious social-media misconduct, interference with officials or players.
Gross misconduct	Conduct that may justify immediate formal action, suspension, exclusion, referral or expulsion.	Physical assault, serious safeguarding breach, harassment, abuse, bullying, exploitation, doping-related breach, corruption, theft, fraud, deliberate score manipulation, serious threats or conduct bringing golf into serious disrepute.

7. REPORTING AND INITIAL ASSESSMENT

Misconduct may be reported to the Tournament Director, Rules Official, Team Manager, Safeguarding Officer, Executive representative or designated Boland Golf official. Reports should include the date, time, place, persons involved, witnesses, conduct complained of and any supporting evidence. Safeguarding matters involving minors or vulnerable persons must be escalated through the appropriate safeguarding channel without delay and must not be resolved informally where formal reporting is required.

8. INVESTIGATION AND FAIR PROCEDURE

Boland Golf may conduct a fair and objective investigation to determine the facts, assess risk and decide the appropriate pathway. The process may be informal, formal, safeguarding-based, GolfRSA-based, club-based, union-based, SAIDS-based, law-enforcement-based or employment-law-based, depending on the nature of the matter. The person against whom allegations are made must receive clear notice of the substance of the allegations, a reasonable opportunity to respond and an impartial assessment before any significant sanction is imposed.

9. DISCIPLINARY COMMITTEE OR PANEL

For formal matters, the Executive may appoint or approve an impartial Disciplinary Committee or Panel. The panel should be free from conflicts of interest and should not include any person who investigated the matter, lodged the complaint, is directly affected by the outcome or has another

material interest. The panel may regulate its own procedure, receive evidence, ask questions, request information, make findings, consider mitigating and aggravating factors and impose or recommend an appropriate sanction within its authority.

10. DISCIPLINARY MATRIX

Offence level	Typical first response	Possible sanctions	Escalation
Minor	Informal correction or guidance.	Verbal warning, apology, education, corrective instruction.	Escalate if repeated or ignored.
Moderate	Written notice and assessment.	Written warning, behaviour agreement, temporary withdrawal of privilege, event restriction.	Escalate to formal panel if repeated or disruptive.
Serious	Formal investigation and possible hearing.	Final written warning, suspension, removal from team or squad, forfeiture of funding or benefits, exclusion from events.	Refer to GolfRSA, club, safeguarding officer, SAIDS or legal authority where appropriate.
Gross	Immediate risk assessment and formal process.	Immediate interim suspension where justified, long-term suspension, expulsion, permanent exclusion, referral to relevant authority.	Mandatory escalation where safeguarding, criminal, anti-doping or national jurisdiction is implicated.

The matrix is a guide only. Boland Golf may depart from it where justified by the facts, the seriousness of the conduct, safeguarding risk, previous record, intent, impact, cooperation, remorse, consistency, aggravating or mitigating factors, or the interests of golf.

11. INTERIM MEASURES AND REFERRALS

Boland Golf may impose reasonable interim measures where necessary to protect participants, preserve evidence, prevent interference with a process, comply with safeguarding obligations or protect the integrity of an event. Interim measures are precautionary and do not constitute a finding of misconduct. Matters may be referred to GolfRSA, another Union, a member club, SAIDS, a safeguarding officer, law-enforcement authorities or an employment-law process where appropriate.

12. APPEALS

Any person affected by a disciplinary decision may appeal in writing within seven calendar days of receiving the outcome, unless a different period is required by law, an employment contract, GolfRSA process, safeguarding process, tournament condition or applicable Boland Golf policy. Appeals may be based on procedural unfairness, material error, disproportionate sanction, new relevant evidence, bias, conflict of interest or inconsistency with applicable policy or law.

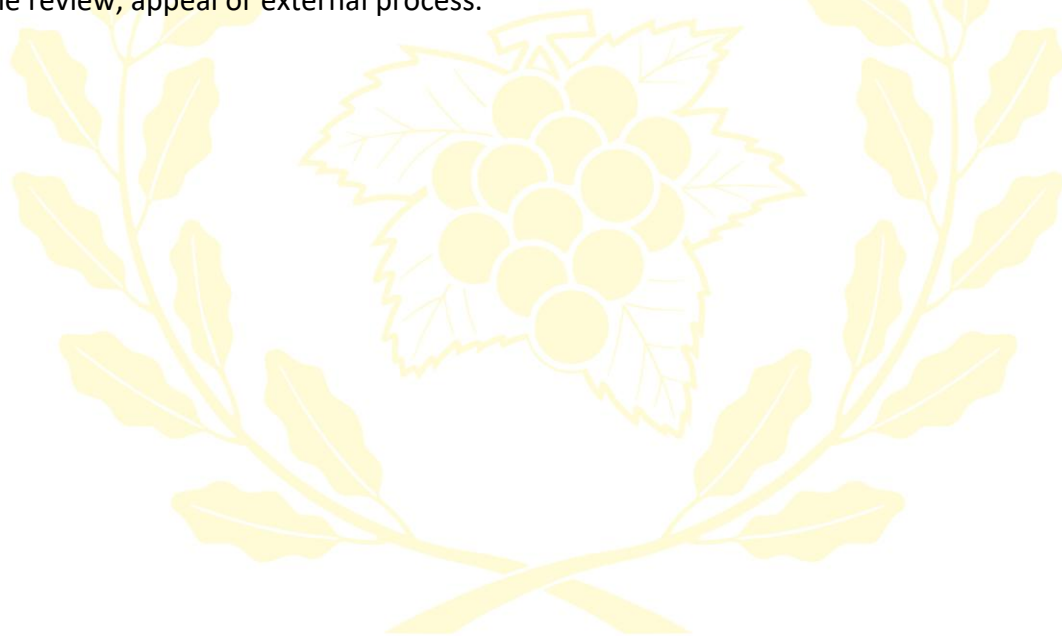
An Appeals Committee or Appeals Panel should be impartial and should not include any person involved in the original investigation, hearing or decision. The Appeals Panel may uphold the decision, amend the finding or sanction, set aside the decision, or refer the matter back for reconsideration. Subject to any GolfRSA, safeguarding, legal or employment-law process, the appeal decision will be final within Boland Golf structures.

13. CONFIDENTIALITY, RECORDS AND DATA PROTECTION

All disciplinary and safeguarding matters must be handled confidentially and in accordance with applicable privacy, safeguarding and data-protection requirements, including POPIA. Records must be retained securely and only for as long as reasonably required by law, Boland Golf policy, GolfRSA requirements or legitimate governance needs. By participating in Boland Golf activities, each participant is deemed to have read, understood and agreed to comply with this Policy.

14. REVIEW, AMENDMENT AND INTERPRETATION

This Policy must be reviewed periodically by the Boland Golf Executive Committee and may be amended, suspended or repealed in accordance with the Boland Golf Constitution. If any provision conflicts with mandatory GolfRSA requirements, safeguarding standards or applicable South African law, the mandatory requirement or law will prevail to the extent of the conflict. Any uncertainty regarding interpretation or application may be determined by the Executive, subject to any applicable review, appeal or external process.



BOLAND GOLF