



## Code of Conduct

### Introduction

NorthStar Golf Club fosters a culture that values, appreciates, and respects all its members, their families, guests, and staff. Members and guests shall conduct themselves in a manner consistent with these values. The intention of this document is to establish clear and acceptable behavior expectations for the NorthStar Golf Club members and guests. It is not intended to restrict the rights of anyone but rather to ensure that all members and guests can expect to feel safe and to be treated with respect while at the club. The club deems that, upon payment of membership fees, greens fees, or any other fees, all members and guests have given their consent to be bound by both the restrictions and penalties imposed by this code of conduct.

### Code of Conduct

All members and guests shall:

- Conduct themselves in a sportsmanlike manner in all sporting activities, observing all applicable rules, standards, and etiquette of fair play.
- Not harass, provoke, or threaten, verbally or physically, any member or guest.
- Not carry firearms or any other dangerous weapons on the property at any time.
- Not consume outside alcohol on the property at any time.
- Adhere to all club rules (non-all-inclusive list below)
  - Sign in procedures in the Golf Shop
  - Safe operation of carts in designated areas only
  - Obeying all signage on the golf course and golf carts
- Treat others with courtesy, dignity, and respect regardless of race, color, national origin, gender, religion, sexual orientation, disability, or any other condition protected by law.
- Not deliberately or carelessly damage or destroy any NorthStar Golf Club property or the property of any member, guest, or employee.
- Treat NorthStar Golf Club employees in a respectful manner and shall not reprimand, direct, or verbally, physically, or otherwise abuse any employee. Any complaints or suggestions about employees are to be directed, in writing, to the General Manager or ownership of the club.
- Not engage in a manner likely to harm the welfare, safety, or reputation of the club.

## **Resolution**

Should a violation occur, members and guests shall cooperate in a courteous and respectful manner with management and ownership regarding any review or investigation. Violations will be brought before a committee consisting of the management team and ownership of the club. After the committee has had an initial discussion, the member will have an opportunity to state their case about the violation. After the member has stated their case, the committee will determine the extent of the penalty, if any, which could include temporary or complete loss of membership or playing privileges.