



CODE OF CONDUCT POLICY & GUIDELINES

The Unico Primo Junior Golf Tour's goal is to have all of its tournaments recognized as the best Junior Tour Tournaments in Ontario. In order to continue to make Unico Primo Tour events an enjoyable experience for everyone, the Tour requires that all participants in its events, adhere to certain standards set out in this Guideline.

Scope and Application

1. These Guidelines apply to all Players including Tournament Officials and sets out the behavior they are expected to abide by while participating in Unico Primo Events.

On the Course

2. While **on** the Golf Course during a Unico Primo Event, **all Players**:
 - a. Will strictly adhere to the Rules of Golf;
 - b. Will refrain from using abusive or profane language;
 - c. Will refrain from displays of temper (such as throwing clubs);
 - d. Will complete all competitive rounds of golf, unless otherwise approved by the Unico Primo Tournament Committee;
 - e. Will adhere to the Dress Code during competitive rounds;
 - f. Will demonstrate respect for Volunteers, spectators, Tournament Officials, the staff and members of the Golf Facility at which a Unico Primo Event is being held, as well as their fellow Players.
 - g. Will not demonstrate any conduct not becoming of a Unico Primo Tour Member, as outlined in the Code of Conduct.
3. **Tournament Officials** (Referee, Starter, Scorer or Timing Official) are expected to:
 - a. Present a professional appearance;
 - b. Avoid any inappropriate physical contact with Players;
 - c. Avoid any situation that could be perceived to undermine the impartiality of your position;
 - d. Deal with Players, Coaches and spectators (including parents or caregivers of Players) by showing respect, even in cases where this is not reciprocated. Heated exchanges, whatever the cause and under any amount of provocation are to be avoided at all costs. If disputes which seem likely to result in such exchanges cannot be avoided, every effort must be made to conduct such dialogue in private and the Tournament Director must be informed;
 - e. Avoid public criticism of fellow Tournament Officials, Players, organizers, sponsors, or the host Golf Facility that may bring the game into disrepute;
 - f. Be discreet. Comments relating to the competence, performance or behavior of fellow Tournament Officials should only be made to the Tournament Director, in private;
 - g. Work in a spirit of cooperation with other Tournament Officials and not interfere in any way with their duties or responsibilities.

Off the Course

4. While **off** the Golf Course, Unico Primo **Players**:
 - a. Will not be associated with vandalism;

- b. Will not demonstrate abusive behavior to any fellow Players, Tournament Officials, or members or staff of the Golf Course;
 - c. Will avoid any other conduct not becoming of a Unico Primo Tour Member, as outlined in the Code of Conduct.
5. While **off** the Golf Course, all **Tournament Officials**:
- a. Are expected to attend appropriate training sessions and clinics provided by the Unico Primo Tour.

Use of Tobacco, Vaping Products, Alcohol, Cannabis and Illicit Drugs

6. In order to ensure a safe and enjoyable environment at Unico Primo Events:
- a. **Junior Players** will NOT use illicit drugs, tobacco, vaping products, cannabis or alcohol at a Golf Facility, whether **on or off** the Golf Course;
 - b. **Players Other Than Junior Players**:
 - i. Will NOT use illicit drugs, cannabis or alcohol **on** the Golf Course; and
 - ii. Will NOT use illicit drugs, cannabis or alcohol at a Golf Facility during times when play is suspended but anticipated to resume before nightfall.
 - iii. Will refrain from using tobacco, vaping products or cannabis products at a Golf Facility except in designated areas and subject to Golf Facility policy.
 - c. **Tournament Officials**:
 - i. Will NOT use illicit drugs, marijuana or alcohol at Junior competitions;
 - ii. Will refrain from using tobacco products or vaping products on the Golf Course except in designated areas.
 - iii. Will refrain from entering a Golf Facility under the influence of alcohol, cannabis or illicit drugs.

Dress Code

7. The Unico Primo Tour requires that proper attire be worn at all times while attending a Golf Facility for a Unico Primo event:
- a. **Players** and **Tournament Officials** are required to abide by the dress code policy of the host Golf Facility, if any;
 - b. **Tournament Officials** are required to wear the uniform specified by the Unico Primo Tour while officiating;
 - c. Attire Not Permitted:
 - i. Denim or jeans of any kind or colour, cut-offs, short shorts, tennis shorts, rugger/cargo pants or shorts (outside external pocket), tank tops, halter tops, mesh shirts, workout attire, spandex or fleece fabrics or graphic t-shirts.
 - ii. Any other inappropriate attire determined by the Tournament Committee.

Policy Violations

8. In addition to penalties that may be imposed under the Rules of Golf, the Unico Primo Tour may impose one or more of the following Unico Primo event disciplinary actions based on the severity of the violation:
- a. Letter of warning to any Tournament Official or Player and/or the parents of a Junior Player;
 - b. Disqualification from the Unico Primo event at which the violation occurred;
 - c. Disqualification from future Unico Primo events for which a Player is otherwise eligible;
 - d. Rejection of a Player's selection for Unico Primo teams;
 - e. Suspension of Unico Primo Tour membership, either for a specific period of time or indefinitely.

Right of Appeal

9. All Unico Primo event disciplinary actions except the issuance of a letter of warning are subject to appeal to the Unico Primo Tour Director and Committee.



Code of Conduct and Ethics Policy Enforcement Procedures

Players are expected to abide by the Unico Primo Junior Golf Tour's Code of Conduct and Ethics Policy (the "Policy"). The purpose of the Policy is to have players play in the spirit of the game by acting with integrity, showing consideration to others and taking good care of the course.

The Unico Primo Tour has established a Local Rule to address breaches of this Policy at all events. When there is a breach of the Policy, a player may incur any of the following penalties:

- warning
- one stroke penalty
- general penalty (two stroke penalty or loss of hole)
- disqualification

WARNINGS

The use of a warning is to remind players that there is a code of conduct and they are required to comply. A warning will likely be used for the first time a player breaches the Policy. However, there may be instances where the breach is severe enough that a penalty is required immediately. When a warning is issued, the Referee should advise the Tournament Director (TD) and the other Referees of the nature of the Policy breach and the player involved (e.g. player #2 in the 9:00 group off the 1st tee has been issued a warning for use of profanity). If necessary, the TD can meet with the Referee to obtain additional details so that monitoring can be undertaken if required.

ONE STROKE OR GENERAL PENALTIES

When a Referee considers that something other than a warning is required, either a one stroke penalty, the general penalty or both, whether it is a subsequent breach of the Policy or that the severity warrants higher level of penalty, the Referee must first advise the TD of the situation and the penalty the Referee is recommending. Once there is agreement among the Referee and the TD, the player and marker must be advised of the penalty.

DISQUALIFICATION

If a Referee considers that any breach of the Policy warrants a disqualification penalty the TD must be advised as soon as possible. The Referee and TD should determine when the player should be advised that his or her breach of the policy was severe and the level of penalty to be recorded. Once a decision has been made it can be conveyed to the player by the Referee or TD at an appropriate time, which may be immediately or in the scoring area depending on the type and severity of the breach. If required immediately, consideration may also have to be given as to whether the player should be removed from the course.

DOCUMENTATION

All Code of Conduct breaches should be documented as soon as possible. This will provide for a clear statement of the facts of the situation and allow an appropriate discussion among Referees so they can be aware of potential issues. Code of Conduct breaches and penalties vary in nature and significance. Severe breaches may also include sanctions beyond the event in which the breach or breaches occurred. Penalties incurred may also be subject to appeal by the player. Appropriate documentation will be necessary for the Unico Primo Tour to conduct any appeals.

Following is a chart showing examples of situations with applicable penalty levels.

Code of Conduct Guidelines
(see Clarification 1.2a/1 in the Official Guide to the Rules of Golf)

Type of Infraction	Warning	One-Stroke Penalty	Two-Stroke Penalty	Disqualification
Use of profanity or vulgar language (consider loudness)	• 1 st violation	• 2 nd violation	• Third violation • Directed at an individual (minimum)	• Directed at individual in extreme cases
Refusal to care for course (repair divots, rake bunker, fix ball marks)	• 1 st violation	• 2 nd Violation	• 3 rd violation	• 4 th violation
Actions that cause damage to the course, other than on greens	• No warning	• Accidental damage to PG (taking a divot while attempting to hit ball off green)	• Deliberate damage to course (slamming a club or destroying a tee- marker)	• More than one incident (Sergio)
Acts of Aggression such as throwing a club (consider intent)	• Warning if done from a distance and frequently	• Narrowly misses someone	• Hits someone	• Deliberately throwing a club at someone
Consumption of alcohol, drugs or smoking of cannabis (immediate suspension)	X	X	X	DQ
Deliberately distracting other players while they are making a stroke (making noises, moving around)	• 1 st violation (depending on nature of violations, may be DQ)	X	X	DQ
Actions to intimidate fellow players – (consider degree of intimidating behaviour)	• 1 st violation (depending on nature of violations, may be DQ)	X	X	DQ
Taking action to intentionally disadvantage another player	X	X	X	DQ
Vandalism or theft	X	X	X	DQ
Abusive behavior towards player, volunteers, host club, spectators	X	X	• 1 st violation	DQ