



## CODE OF ETHICS

Adopted by NSWGCA Board of Directors 21<sup>st</sup> August 2018

This code of ethics and conduct is established to act as a guide to appropriate conduct for the Members of the respective Associations, and to promote a high level of professional standards of service and conduct amongst Members of all Associations.

One uniform code of ethics and conduct closely adhered to and enforced, will help develop individual responsibility, character and professionalism within the Associations. The failure of a Member to comply with the rules set out in this code of ethics/conduct may result in disciplinary action; including suspension of privileges and termination of Membership in accordance with the by-laws of the Association.

The Association enacts and each Member subscribes to and agrees to abide by the following code of ethics/conduct:

1. Each Member shall maintain courteous relations with the Association and with each of their fellow Members.
2. Each Member shall recognise and discharge all of their responsibilities and duties to the best of their ability and knowledge, and shall apply sound principles of business and environmental management in all their professional endeavours.
3. Each Member shall endeavour to expand their professional knowledge at every practical opportunity, in order to improve themselves and their profession.
4. Each Member shall maintain the highest standards of personal and professional conduct in order to reflect credit upon and add stature of the Association and the profession of Golf Course management. All Members must abstain from the debasement of, or encroachment upon, the professional reputation, practice or employment of another Golf Course Superintendent either in person, electronic communication or all forms of social media.
5. No Member shall provide professional or consulting services (paid or unpaid) to another without first notifying the Golf Course Superintendent associated with the club.
6. No Member shall seek to obtain employment or career advancement by actively seeking to secure a position already filled by a Member of the Association.
7. Where a Member is aware that an employment vacancy for a Golf Course Superintendent exists every effort should be made by the Member to encourage the potential employer to retain a Golf Course Superintendent who is a Member.
8. No Member shall offer any endorsement on behalf of the Association, exploit their affiliations with the Association in connection with any endorsement, or otherwise suffer the name, goodwill or reputation of the Association to be mentioned in connection with any endorsement without the written approval of the Association.
9. Each Member shall support and actively participate in the efforts of the Association to improve public understanding and recognition of the profession of Golf Course management.
10. When any Member becomes aware of any wilful violation of this code of ethics, that Member shall report such violation in writing to the Association at its Head Office or to any one or more of the Directors of the Association.
11. Each Member is to carry out their duties in accordance with all relevant State/Territory or Federal laws pertaining to their vocation.

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