



The Singapore Professional Golfers' Association

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SPGA CODE OF ETHICS

Section 1. Dedication

Believing that the growth of the game of golf and its high standing in this country is largely due to the efforts of its early professional exponents and because of their ideals of sportsmanship and ethical practices, the Association is dedicated to the perpetuation of those ideals. In the fulfillment of the purpose to which it is dedicated, the Association enjoins upon its Members and Apprentices rigid observance of a Code of Ethics.

Section 2. Policy

The term "Golf Professional" must be a synonym and pledge of honor, service and fair dealing. Professional integrity, fidelity to the game of golf, and a sense of great responsibility to employers, manufacturers, golfers and fellow golf professionals transcends thought of material gain in the motives of the true Golf Professional.

Section 3. Violations

Members shall be deemed to have violated the Code of Ethics by:

- 3.1 Abusing the privileges extended to members;
- 3.2 Causing public embarrassment to fellow Golf Professional;
- 3.3 Applying for or otherwise seeking, soliciting, discussing, or accepting any employment in an unprofessional manner;

Unprofessional Manner

- 3.3.1 Providing false or misleading information;
 - 3.3.2 Making slanderous comments;
 - 3.3.3 Attempting to persuade the staff of the Resident Golf Professional to undermine the reputation, performance or ability to perform of the Resident Golf Professional;
 - 3.3.4 Falsifying or tampering with the business records or financial information of the Resident Golf Professional;
- 3.4 Conducting themselves in such a manner as to adversely impact or otherwise injure the reputation(s) of the Association or its Members;

3.4.1 Profanity and Berating of Others:

Conduct injurious to the reputation of the Association shall include the indiscreet and inappropriate use of profanity and the offensive berating of others.

3.4.2 Bankruptcy:

Bankruptcy in itself is not a violation but should be taken into consideration in determining the overall financial responsibility of the Member. Failing to meet financial obligations promptly may adversely impact or otherwise injure the reputation(s) of the Association or its Members.

3.5 Conducting business in an unethical manner;

3.6 Engaging in any conduct which is contrary to or inconsistent with the policies of the Association.

Section 4. Disciplinary Action

Members who violate the Association's Code of Ethics, its rules or provision of its Constitution, Bylaws or Regulations, shall be subject to disciplinary action by a **two-thirds** majority of or the Associations' Committee Members. Such disciplinary action may include one or more of the following:

- 4.1 Imposition of fines not to exceed S\$2,000.00
- 4.2 Revocation of privileges to participate in certain or all association or its affiliated activities for a limited period of time;
- 4.3 Suspension while continuing to pay membership dues or expulsion from Membership;
- 4.4 Such other reasonable actions as may be determined.

The designated Sub-Committees shall be responsible for promulgating regulations which set forth the procedures to be followed for disciplinary matters. Members accused of disciplinary violations shall have the right to appear at all hearings and have witnesses appear on their behalf.

Procedures for Code of Ethics Violations:

Individuals accused of violating the Code of Ethics shall be provided written notification of The charges and the time and place of all hearings and meetings. The individual may request up to thirty (30) days to respond to the accusations before any hearing or meetings are held.

Upon request by the accused individual, additional time may be provided by the designated Sub-Committee if they determine the request to be reasonable. All decisions shall be provided to the accused individual in writing either by personal delivery or via registered or certified mail. The Secretary of the Sub-Committee shall immediately give written notice of all decisions to all the Association's Committees of all suspensions and expulsions.