SUFFIELD COUNTRY CLUB

CODE OF CONDUCT

Purpose. Suffield Country Club ("the Club") is committed to maintaining a welcoming, safe, respectful, and enjoyable environment for all members, guests, visitors, employees, and others who use the Club's facilities. Membership carries the responsibility to uphold these standards and protect the Club's reputation and property.

1. Respect, Non-Discrimination and Anti-Harassment

All members shall treat others with courtesy, dignity, and respect, regardless of race, color, national origin, ancestry, religion, sex, sexual orientation, gender identity, age, disability, or any other status protected by applicable law. Discrimination, harassment, sexual harassment, bullying, intimidation, threats, abusive language, and unwelcome physical conduct are prohibited. Retaliation against anyone who, in good faith, reports a concern or participates in an investigation is prohibited.

2. Standards of Conduct

Members shall:

- Treat others respectfully and refrain from abusive, threatening, disruptive, or offensive behavior.
- Conduct themselves responsibly, including when consuming alcohol, and comply with applicable laws and all Club rules, policies, and reasonable directions from authorized Club representatives.
- Observe golf etiquette, sportsmanship, pace of play, and safety requirements.
- Respect Club facilities, equipment, and property, and promptly report damage, safety concerns, or misconduct.
- Direct complaints or concerns about Club operations through appropriate Club channels rather than engaging in confrontational or abusive behavior.

3. Guests, Visitors, Family Members and Designated Users

Members are responsible for making their guests, visitors, and family members (as well as any Designated User under a Corporate Membership) aware of and ensure compliance with this Code of Conduct and applicable Club rules. Violation of the standards set forth in the Code of Conduct by a guest, visitor, family member or Designated User may result in disciplinary action against that person and/or the sponsoring member or Corporate Member as set forth in Section 5 below.

4. Reporting and Enforcement

Suspected violations of the Code of Conduct shall be reported promptly to the Club President, a Board member, or the Club's Pro/General Manager. The Club will review complaints fairly and take reasonable steps to protect the privacy of those involved, to the extent practicable. Retaliation or knowingly false reports are prohibited.

5. Disciplinary Action

The consequences of a violation of the Code of Conduct are at the discretion of the Board of Governors. Violations of the Code of Conduct may result in corrective action, a verbal or written warning, reprimand, restriction of privileges, suspension, expulsion from membership or monetary restitution for damage to Club property. Serious misconduct may warrant immediate interim restrictions when necessary to protect the safety of members, employees, guests, visitors or Club property. Any disciplinary action approved by the Board of Governors is final without right of appeal or further review.

Acknowledgment. Compliance with this Code is a condition of membership at Suffield Country Club. By maintaining membership, each member agrees to abide by this Code and the Club's governing documents.