

Timaru Bridge Club Inc

Management of Unacceptable Behavior

In accordance with Laws 74, 80F, 81C4, 90A, 91 and 92A (Laws of Duplicate Bridge) the following policy outlines what is expected of all players on Club playing nights and at tournaments sponsored by the Club, as well as on the premises before and after each session. The ultimate purpose of the ZERO TOLERANCE policy is to create a much more pleasant atmosphere in the Club. The Committee wants to eradicate unacceptable behaviour in order to make the game of bridge more enjoyable for all. Below are some examples of commendable behaviour, which, while not required, will significantly contribute to an improved atmosphere:

- ♠ Being a good 'host' or 'guest' at the table
- ♥ Greeting others in a friendly manner
- ♦ Praising the bidding and/or play of the opponents
- ♣ Having a clearly completed convention card readily available to the opponents (This one is a regulation, not just a nicety)

The following is a list of some examples of behaviour which will not be tolerated:

- ♠ Badgering, rudeness, insinuations, intimidation, profanity, threats, or violence
 - ♥ Negative comments concerning opponents' or partner's play or bidding
 - ♦ Constant and gratuitous lessons and analyses at the table
 - ♣ Loud and disruptive arguing with a director's ruling
- If a player at the table behaves in an unacceptable manner, the director should be called immediately. Annoying behaviour, embarrassing remarks, or any other conduct which might interfere with the enjoyment of the game is specifically

Procedures to adopt as follows:

1. The ZERO TOLERANCE policy is deemed to be in operation at all times when members and visitors are present for events and tournaments sponsored by the Club. It is requested that the director be called immediately whenever behaviour is not consistent with the guidelines outlined above.
2. The director, when called, shall make an assessment of the situation. If it is

established that there was unacceptable behaviour, an immediate $\frac{1}{4}$ board disciplinary penalty (3 IMPs in team games) shall be assigned to all offenders. This may involve any one or all four players at the table irrespective of who initiated the unacceptable behaviour. If both members of a partnership are guilty, the penalties are cumulative, i.e. $\frac{1}{4}$ board EACH = $\frac{1}{2}$ board.

3. If it is determined that a second offence has occurred in the same event or tournament, then the offender(s) shall be banned from further competition in that event or tournament. An offender removed from an event or tournament shall be deemed to have not played in the event, no masterpoints will be awarded and no refunds will be made. In the case of a serious offence and in the case of multiple offences (two or more) during an event or tournament or in any twelve month period, the Club/Grade Captain or director shall be required to report the matter to the Committee which will determine whether the offender(s) should be allowed to play in other events or tournaments at the Club and/or whether additional sanctions may be appropriate.

4. Warnings are strongly discouraged and will only be given when there is no clear violation or in cases where the facts cannot be determined. Offenders are to receive immediate penalties. Regardless of who may have initiated unacceptable behaviour, ALL offences are punishable. Retaliatory behaviour is a punishable offence. Frivolous accusations will also be considered as offences under this policy.

5. In accordance with the Laws of Duplicate Bridge, a director's decision to impose a disciplinary penalty is final; however all such decisions may be appealed. An appeals committee may not overturn the director's decision, but could recommend that the director reconsider the imposition of a penalty. It should be noted that the appeals committee may feel the penalty assessed was not severe enough and may refer the matter to the Club Committee.

6. A ZERO TOLERANCE REPORT FORM is with this document to report incidents which occur away from the table and for Club/Grade Captains, Recorders and/or Directors to document complaints and action taken. The director shall provide details of all disciplinary penalties to the Club Committee or Tournament Secretary.

Any questions about the operation of this policy should be directed to your Club Captain or a member of the Committee. prohibited by Law 74A. Law 91A gives the director the authority to assess disciplinary penalties.

“This is a Zero Tolerance session and we ask that you play nice”