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## **FGSA Code of Conduct**

### **Preamble**

FootGolf South Africa (FGSA), as the national governing body for the sport, is entrusted with safeguarding its integrity, advancing its development, and upholding the values that give the game its character and legitimacy. This Code of Conduct affirms FGSA's commitment to ethical governance, respect for human dignity, and the responsible administration of the sport in accordance with the FGSA Constitution, national legislation, and recognised international standards.

All individuals who participate in, represent, or act on behalf of FGSA share a collective duty to conduct themselves with professionalism, fairness, and accountability. This Code provides the framework through which that duty is understood, upheld, and consistently applied across the FootGolf community.

### **Purpose**

To establish the ethical, behavioural, and professional standards expected of all individuals representing or participating in FGSA activities. This Code ensures alignment with the FGSA Constitution, the Safety at Sports and Recreational Events Act, and international sport governance standards.

### **Objectives**

- Enhance the ethical reputation of FGSA and its members.
- Promote respect for human dignity, rights, and integrity.
- Provide a clear framework for ethical conduct aligned with the FGSA Constitution and Membership Policies.

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## Scope and Accountability

- **Scope:** This Code applies to all athletes, coaches, technical officials, staff, volunteers, and members of the National Executive Committee (NEC).
- **Accountability:** The NEC holds final oversight and enforcement responsibility [Constitution: 10.2.14]. The CEO is responsible for the daily implementation and dissemination of this Code.
- **Agreement:** By accepting membership, registering for competition, or participating in any activity sanctioned by FGSA, all individuals are deemed to have read, understood, and accepted their obligation to uphold this Code of Conduct and the FGSA Constitution.

## Core Values

- **Diversity and Equity:** Promote and safeguard diversity, ensuring equitable and non-discriminatory conduct across all FGSA activities.
- **Excellence:** Demonstrate professionalism, uphold high standards, and pursue continuous improvement in all roles and responsibilities.
- **Integrity:** Act with honesty, fairness, and accountability.
- **Solidarity and Fun:** Strengthen unity within the FootGolf community and foster an environment that supports respectful, positive, and fulfilling participation

## Guiding Principles of Ethical Conduct

All FGSA members and affiliates shall:

- Embrace fair play and accountability in all engagements.
- Comply with FGSA's rules, national laws, and ethical principles.
- Avoid any conduct that undermines FGSA's reputation or internal unity.
- Respect human dignity and foster an inclusive environment.
- Report unethical behaviour and conflicts of interest.
- Reject doping, corruption, discrimination, and undue influence.
- Promote the spirit of Ubuntu and responsible participation.

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## Conduct Guidelines by Role

- **Practitioners (Administrators and Federation Officials)**
  - Commit to the mission and integrity of FGSA.
  - Avoid favouritism, bias, or abuse of authority.
  - Lead with transparency, developmental focus, and public trust.
  - Ensure timely and ethical reporting of wrongdoing.
- **Athletes**
  - Compete honourably, comply with all applicable competition rules, and adhere to WADA anti-doping standards.
  - Respect all competitors, coaches, and officials.
  - Avoid actions or speech that damage FGSA's reputation.
- **Coaches**
  - Treat all athletes fairly, equally, and respectfully.
  - Avoid any inappropriate relationship with minor athletes.
  - Promote holistic development and mental well-being.
  - Encourage ethical decision-making and anti-doping compliance.
  - Maintain professional boundaries and transparency.
- **Technical Officials**
  - Act without prejudice and apply rules consistently.
  - Uphold fairness, confidentiality, and post-match integrity.
  - Reject manipulation or interference.

## Personal and Social Media Conduct

- Maintain professionalism on and off the course.
- Do not post defamatory, discriminatory, or misleading content.
- Represent FGSA responsibly online.
- Secure written approval for any external paid engagements or partnerships.

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## Reporting and Disciplinary Procedures

- **Reporting:** Suspected violations must be submitted in writing to the CEO or NEC Chair within 7 days of awareness. Confidentiality will be respected throughout the process.
- **Disciplinary Committee:** The NEC shall appoint an independent Disciplinary Committee of at least three members to hear matters of misconduct.
- **Appeals:** Appeals against sanctions must be lodged within 7 days and will be heard by an independent Appeals Committee appointed by The Council.

## Review and Ratification

The Code shall be subject to review at least every two years, or earlier should circumstances warrant, and any proposed amendments shall have no force or effect unless duly ratified by the FGSA NEC.

## Declaration of Commitment

By accepting membership, registering for competition, or participating in any activity sanctioned by FGSA, the individual hereby declares their full commitment to have read, understood, and to strictly uphold the standards of this Code of Conduct and the FGSA Constitution at all times.

### Annexure A: Sanction Matrix

In accordance with Clause 21 of the FGSA Constitution, the following matrix guides the Disciplinary Committee in issuing penalties.

Violation Level	Description of Offence	Minimum Sanction	Maximum Sanction
<b>Level 1: Minor</b>	Punctuality issues, minor dress code breaches, or disrespectful tone.	Formal Reprimand	Small Fine or 1-tournament suspension
<b>Level 2: Major</b>	Social media defamation, repeated insubordination, or bullying.	Suspension (6 – 11months)	Fine and/or Performance Probation
<b>Level 3: Gross</b>	Fraud, sexual harassment, doping, or match-fixing.	2-Year Suspension	Expulsion from FGSA
<b>Reputational</b>	Conduct that brings FGSA into disrepute or undermines unity.	Suspension	Expulsion (if repeated)

### Annexure B: Code of Behaviour – Conduct Expectations

Area	Expectation
Attendance	Arrive punctually for all duties and events.
Confidentiality	Keep sensitive information private unless authorised to disclose.
Use of Resources	Use the FGSA property responsibly.
Substance Use	No alcohol or drugs while on duty or on-site.
Meetings	Engage respectfully and professionally.
Gifts	Report any bribes or inappropriate gifts to FGSA leadership.
Dress Code	Maintain professional appearance.

### Annexure C: Spectator Behaviour Policy

Spectators at FGSA events must:

- Respect all participants, officials, and fellow spectators.
- Refrain from offensive or discriminatory language or gestures.
- Not enter restricted areas or interfere with play, and must at all times comply with venue rules and security instructions. *FGSA (via the NEC or Venue Security) may remove or ban spectators who fail to comply.*