

Zero Tolerance Policy

Kamloops Duplicate Bridge Club

Purpose: The following Zero Tolerance (ZT) Policy has been adopted by the Kamloops Duplicate Bridge with the objective of eradicating unacceptable behaviour and making our Club an enjoyable place to play bridge. It outlines what is expected during Club games, as well as in the playing area before and after each game.

Unacceptable Behaviour: Players are expected to behave in a polite and civil manner at all times both in interactions with their opponents and their partners much the same way as if they were either the host or a guest at a private bridge party. Annoying behaviour, embarrassing remarks, or any other conduct which might interfere with the enjoyment of the game will not be tolerated. While not exhaustive, the following is a list of unacceptable types of behaviour:

- Gloating, 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.

What to Do: If a player at the table behaves in an unacceptable manner, the Director should be called immediately.

Consequence: 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 IMP 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 additive ($\frac{1}{4}$ board each = $\frac{1}{2}$ board).

If it is determined that the same offender is responsible for a second offense in the same game, then the offender(s) shall be ejected. An offender removed from a game shall be deemed to have not played in that game, no master points will be awarded and no refunds will be made. All previously-obtained results shall, however, remain valid as to their effect upon other competitors. In the case of a serious offense and in the case of a repeat offender, a disciplinary committee will be convened to determine whether additional sanctions may be appropriate.

Warnings are strongly discouraged and will be given only 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 offenses are punishable. Retaliatory behaviour is a punishable offense. Frivolous accusations will also be considered as offenses under this policy.

Director's Authority: A Director's authority to impose discipline is limited to the game or event in which the offense occurred but within that limitation, a Director's decision to impose discipline is final. While the Director's decision may not be overturned, it may be referred to the Club Disciplinary Committee. After hearing both sides, the Committee may recommend that the Director reconsider the imposition of a penalty.

The Director shall provide a summary report of all behavioural penalties to the Club Manager.

Club's Authority: While the Club may not overturn a Director's decision nor impose a penalty which alters the results of a game, it may take action of its own accord where it feels such action is appropriate. Such action could include oral or written reprimands and suspensions or permanent barring from Club events. The Club will give the individual involved an opportunity to be heard before taking such action.