

# Zero Tolerance Disciplinary Policy and Procedure

## 5-Cities Duplicate Bridge Club

### Policy

The ultimate purpose of the Z-T Policy is to create a pleasant atmosphere in the 5-Cities Duplicate Bridge Club by eradicating unacceptable behavior in order to make the game of bridge more enjoyable for all. Duplicate Bridge is a competitive activity, and by its very nature, at times is bound to create conflict. Below are examples of commendable behavior:

- 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 two clearly completed convention cards readily available to the opponents.

The following are examples of behavior that will not be tolerated:

- Badgering, rudeness, insinuations, intimidation, profanity, threats or violence
- Negative comments concerning opponents’ or partner’s play or bidding
- Any behavior that impacts other people’s enjoyment of the game
- Constant and gratuitous lessons and analyses at the table
- Loud and disruptive arguing with a Director’s ruling

### Procedure

1. At the start of each game, the Director shall make an announcement that the Club will be observing ZT for unacceptable behavior.
2. If a player at the table behaves in an unacceptable manner, the Director should be called immediately. Anyone at the table observing the inappropriate behavior can call the Director. If the Director hears loud voices they are to go to the table and intervene.
3. Unacceptable behavior can still be investigated by the Director, even if they are not called to the table at the time of the incident. This occasion might arise with inexperienced players, players too distressed after an incident to remember to call the Director, and finally, where the incident affected other tables.
4. The Director will assess the situation and give  $\frac{1}{2}$  - 1 board point penalty to the offender/offenders. Penalties given at the table will be followed up by a written notice beginning the disciplinary process for the offender/offenders.
5. The 2<sup>nd</sup> infraction by an offender will include  $\frac{1}{2}$  - 1 board penalty at the table and a written notice for suspension of 1 month.
6. The 3<sup>rd</sup> infraction by an offender will include  $\frac{1}{2}$  - 1 board penalty at the table and a written notice for suspension for 6 months.
7. The 4<sup>th</sup> infraction by an offender will include  $\frac{1}{2}$  - 1 board penalty at the table and a written notice for a club ban.
8. If the offender returns after a suspension and has no infractions for 1 year, they will go back to the beginning of the disciplinary procedure.

9. The above procedures are guidelines and can be varied, depending on the severity of the incident.

## Appeals

1. 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 appeal 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 committee may feel that the penalty assessed was not severe enough, and may refer the matter to a disciplinary committee.
2. The 5-Cities Club may suspend an ACBL member for whatever reason it deems proper and consistent with ACBL rules and regulations and the laws of duplicate bridge. The ACBL or Unit has no jurisdiction over these matters. ACBL will be advised of this suspension.
3. If a member believes that a suspension is for a discriminatory reason the member can appeal to the Unit Disciplinary Chair.

APPROVED: BOARD OF DIRECTORS 5-CITIES DUPLICATE BRIDGE CLUB

March 14, 2024