

Idaho GCSA CODE OF ETHICS

This Code is established to promote and maintain the highest professional standards of service and conduct among the membership of Idaho GCSA. Steadfastly maintaining these principles will accrue to the Membership a level of justly deserved recognition and respect from those who come into contact with any member. Through high regard for and strong enforcement of the Code, membership in this Association will be deemed a significant indicator of individual responsibility, character and professionalism.

Professional courtesies or conduct are set forth in the “Professional Conduct Guidelines” document and should be adhered to by all Idaho GCSA members.

As a member of the Idaho GCSA, I accept and fully agree to abide by this Code and pledge myself to:

1. Recognize and discharge all of my responsibilities and duties in such a fashion as to enhance this Association and my profession.
2. Practice and insist upon sound business and turf management principles in exercising the responsibilities of my position.
3. Utilize frequent opportunities to expand my professional knowledge, thereby improving myself and my profession.
4. Refrain from any unethical act tending to promote my own interest at the expense of the dignity and integrity of the profession.
5. Base endorsements, whether written, verbal, or through any other medium strictly upon satisfactory personal experiences with the product, item or service endorsed.
6. Refrain from encouraging or accepting considerations of any value without the express understanding of all parties that said consideration is available to all persons in similar circumstances, and no gift or consideration is for personal gain to the detriment of the course, my employer or the profession.
7. Recognize and observe the highest standards of integrity in my relationships with fellow golf course superintendents and others associated with this profession and industry.
8. Assist my fellow superintendents in all ways consistent with my abilities.
9. Abstain from making false or untrue statements concerning another superintendent that causes public embarrassment to another superintendent.
10. Lend my support to, and actively participate in, the efforts of my local chapter and National Association to improve public understanding and recognition of the profession of golf course management.
11. Promptly report all known or suspected violations of the Code of Ethics and voluntarily participate as a witness and present information in all proceedings to determine the possibility of a violation of this Code of Ethics.

- 12.** Abstain from applying for or otherwise seeking employment in a dishonest manner. For the purpose of this section of the Code, a member seeks employment in an a dishonest manner if he or she does one or more of the following in connection with the prospective employment:

 - (a)** provides false or misleading information to a prospective employer;
 - (b)** makes false, slanderous or defamatory statements concerning a fellow superintendent;
 - (c)** attempts to undermine or improperly influence the staff of a fellow superintendent;
 - (d)** attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - (e)** makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - (f)** makes misleading, deceptive or false statements or claims about a member superintendent's professional qualifications, experience or performance.
- 13.** Refrain from accepting employment, as a consultant, in a dishonest manner. For the purposes of this section of the Code, a consultant accepts employment in a dishonest manner if he or she does one or more of the following in connection with such consulting:

 - (a)** provides false or misleading information to a prospective employer;
 - (b)** makes false, slanderous or defamatory statements concerning a fellow superintendent;
 - (c)** attempts to undermine or improperly influence the staff of a fellow superintendent;
 - (d)** attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - (e)** makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - (f)** makes misleading, deceptive or false statements or claims about a fellow superintendent's professional qualifications, experience or performance.
- 14.** Abstain from conduct constituting a crime under federal, state or local law, the penalty for which is, or may be, imprisonment, including but not limited to crimes of moral turpitude and dishonesty. A member's conviction of a crime will be considered conclusive evidence that the member committed that crime for the purposes of this Code.
- 15.** Abstain from knowingly making false statements or knowingly failing to disclose a material fact requested in connection with application or renewal for Peaks & Prairies GCSA membership or for membership in an affiliated chapter.
- 16.** Express professional opinions on technical subjects publicly only when that opinion is founded upon adequate knowledge of the facts and competence in the subject matter.

Idaho GCSA Professional Conduct Guidelines

The following professional conduct guidelines are provided to encourage the highest standards of conduct among the membership of Idaho GCSA. These guidelines are a companion document to the Idaho GCSA Code of Ethics. While the professional conduct guidelines may not be enforced with membership sanctions, these guidelines should nonetheless be promoted, practiced and encouraged by Idaho GCSA members. Non-compliance of these guidelines should be noted, publicized and self-policed by fellow Idaho GCSA members, officials and affiliated chapters to discourage future instances of such noncompliance. In assessing one's actions, all superintendents should ask the question, "Would my actions meet with the approval of other superintendents?"

1. A member should always contact a fellow superintendent prior to visiting his/her course, regardless of the reason for the visit.
2. Applications for employment should only be sent to an employer if the applicant has contacted the current superintendent to determine whether the position is available, or if the applicant is responding to an Employment Referral Service announcement.
3. A member should only accept an interview for a job currently held by a fellow superintendent if the applicant has contacted the current superintendent to verify the position is open, or if the applicant has learned about the opening in an Employment Referral Service announcement.
4. Members should always adhere to the complimentary golf policies of other golf courses and always give as much advance notice as possible when seeking playing privileges at a fellow superintendent's golf facility.
5. Members should only accept a consulting assignment at a golf facility if the current superintendent at that facility is aware of such impending consulting activity.
6. Consulting recommendations for a facility should be made in the presence of the current superintendent or written recommendations should be carbon copied to the current superintendent.
7. Members should always conduct themselves in the highest professional manner at all golf-related events and other public events where the member is representing the golf course superintendent profession.
8. A member should not render negative opinions or comments about fellow members.

Members are encouraged to remind fellow superintendents about these courtesies through phone calls, electronic messages and letters. Peer reinforcement of these standards is encouraged.