

KALISPEL GOLF AND COUNTRY CLUB CODE OF CONDUCT

Membership, guests, and visitors/non-members to the Kalispel Golf and Country Club ("KGCC") shall treat each other with dignity and respect and shall conduct themselves in a manner that is reflective of the personal integrity, good sportsmanship, and respect taught in the rules of golf, as set forth in the Club Rules, and this Code of Conduct.

The KGCC will not accept conduct that demeans, harasses, or threatens any person. All Membership, guests and visitors/non-members are to conduct themselves in a manner that acknowledges everyone is welcome at KGCC and that this principle prohibits any Member, guest, or visitor/non-member from physically or verbally abusing another person; from using profane language or vulgar gestures; from demeaning or belittling another person or making derogatory comments about his or her tribal affiliation, race, sex, religion, age, physical challenges, national origin, or sexual orientation; and from engaging in conduct intended, or so reckless as to be likely, to cause harm to another.

Personal harassment is behavior that generally involves a course of conduct directed towards a specific person or persons that serves no legitimate social or work-related purpose; is known, or ought to be reasonably known, to have the effect of creating an intimidating, humiliating or hostile environment.

Sexual harassment is behavior that is unwanted sexual attention made by a person who knows, or ought to know, that such attention is unwanted; implied or expressed promise of reward for complying with a sexually oriented request; implied or expressed threat of reprisal, in the form either of actual reprisal or denial of opportunity, for refusal to comply with a sexually oriented request; sexually oriented remarks or behavior, which may be perceived to create a negative psychological and emotional environment for work, enjoyment of the Club or playing of the game of golf.