

Adobe Zero Tolerance Policy (Revised 10-8-09)

The Adobe Board of Directors and Management are committed to improving player behavior at all times. The following policy outlines what is expected of all players during bridge games at the ADOBE, as well as in the playing area before and after each session. The ultimate purpose of the Zero Tolerance policy is to create a much more pleasant atmosphere at all times. Our goal is to attempt to eradicate unacceptable behavior in order to make the game of bridge more enjoyable for all.

Below are some 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. (This is a regulation, not just a nicety.)

The following are examples of behaviors which will not be tolerated:

- 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.
- Disruptive arguing with a director’s ruling.

If a player at a table behaves in an unacceptable manner, the director should be called immediately. Annoying behavior, embarrassing remarks, or any other conduct which might interfere with the enjoyment of the game is specifically prohibited.

The following procedures have been given to directors for implementation:

1. At the start of each event, the director will announce that the players will be observing ZERO TOLERANCE for unacceptable behavior. It is requested that the director be called whenever behavior is not consistent with the established guidelines.
2. The director, when called, will assess the situation. If it is established that there was unacceptable behavior, an immediate $\frac{1}{4}$ board disciplinary penalty (3 IMPs in team games) will be assigned to all offenders. This may involve any one or all four players at the table irrespective of who initiated the unacceptable behavior. The Board of Directors strongly believes that assigning disciplinary penalties will improve the overall behavior at our games.
3. If it is determined that the same offender continues the objectionable behavior or is responsible for a second offense in the same game, then the director has the option of adding a one board penalty or immediately ejecting the offender(s) from that game. An offender removed from a game shall be deemed to have not played in the event. No masterpoints will be awarded and no refunds will be made. In the case of a serious offense and in the case of multiple offenses, a disciplinary committee may be convened to determine whether the offender(s) should be allowed to play at Adobe and/or whether additional sanctions may be appropriate.
4. 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 behavior, ALL offenses are punishable. Retaliatory behavior is a punishable offense. Frivolous accusations will also be considered as offenses under this policy.
5. In accordance with the Laws of Duplicate Contract Bridge, a director’s ruling in a disciplinary matter is final; however, all such decisions may be appealed to the club manager. The club manager 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 club manager may feel that the penalty assessed was not severe enough and may refer the matter to the club’s disciplinary committee.