

ZERO TOLERANCE POLICY

The Aiken Bridge Club subscribes to the Zero Tolerance (ZT) Policy promoted by the ACBL. The purpose of the ZT Policy is to make the game environment at the Aiken Bridge Club enjoyable and pleasant for every participant. There should be common sense behavior and respect toward every person and the rules and ethics of the game.

Violations of the ZT Policy include but are not limited to:

- Badgering, rudeness, insinuations, intimidation, profanity, threats, or violence.
- Negative comments regarding opponents' or partner's play or bidding.
- Constant and gratuitous lessons / analyses at the table.
- Loud / disruptive arguing with a director's ruling.
- Comments or actions that create an unpleasant atmosphere or make other players uncomfortable.

The Board of Directors of the Aiken Bridge Club adopts the following practices to implement Zero Tolerance at the club:

- Game directors or club officials (e.g. a member of the Board of Directors) will impose penalties in cases where they judge that ZT Policy has been violated.
 - ❖ First offense – a ½ board/4 VP penalty (up to a maximum 2 boards/10 VP) to the player/pair/team
 - ❖ Second offense – player/pair/team will be ineligible for game awards (e.g. masterpoints, free plays)
 - ❖ Third offense – the player/pair/team will be ineligible for game awards, and the offender will be referred to the Board and/or Grievance Committee for further action
 - ❖ A serious or flagrant violation - the offender will receive an immediate expulsion from the game, and will be referred to the Board and/or Grievance Committee for further action
- The Board and/or the Grievance Committee will consider and may apply sanctions in these cases:
 - ❖ Multiple ZT Policy violations
 - ❖ A serious or flagrant ZT Policy violation

The Board of Directors incorporate the following statements as part of this policy:

- The ACBL Laws of Duplicate Bridge, Law 91A, empowers the game director the authority to assess disciplinary penalties (points, or suspension for the current session) and states that the Director's decision is final and may not be overruled.
- The club By-Laws establish a Grievance Committee which may be convened to consider club member grievance petitions or ZT Policy violations. The Club Manager shall be responsible for convening the Grievance Committee:
 - when petitioned by a club member, Director, or Board Member regarding an instance of Zero Tolerance
 - when multiple Zero Tolerance offenses by the same individual have been reported
- The Grievance Committee shall establish procedures under which it shall conduct its meetings and deliberations.
- Decisions/rulings of the Grievance Committee are subject to review by the Board.
- The ZT Policy applies to any incidents that occur at the game location – that is, the playing area and those areas adjacent to the playing area – and includes 30 minutes immediately before and after the session.
- Violations under this policy also include Grievance Committee petitions that lack merit, and repeated appeals of a ZT ruling.
- If a player feels that a ZT violation is imminent, they are encouraged to take a STOP CARD (or a "Zero Tolerance Card" if available) and place it on the table to serve as a warning. If the behavior continues, the director should be called immediately.