

CHAPTER I - MEMBERSHIP

D. GOODWILL, ETHICS and ZERO TOLERANCE

Section 1 - Goodwill Committee

- 1.1 The ACBL Goodwill Committee is named the Aileen Osofsky ACBL Goodwill Committee.
- 1.2 Appointment to the Aileen Osofsky ACBL Goodwill Committee (Goodwill Committee).
 - 1.2.1 Each year each District Director will appoint two members to be lifetime members of the Goodwill Committee.
 - 1.2.2 District Directors, in addition to the two annual appointments, may appoint replacements (maximum of two per year) to fill vacancies created by deaths of prior appointees in their District. A District with 8000 or more members (12-month average as of March 1) shall be entitled to one additional Aileen Osofsky ACBL Goodwill committee member for the following year.
 - 1.2.3 Members of the Board of Directors, the Chairman of the Board of Governors and ACBL Goodwill Members of the Year shall automatically become a lifetime member of the Goodwill Committee. Spouses/civil union partners of current members of the Board of Directors, the current Chairman of the Board of Governors, and current and former Aileen Osofsky ACBL Goodwill Members of the Year will be allowed to accompany their spouses/civil union partners to the Aileen Osofsky ACBL Goodwill Receptions.
 - 1.2.4 The President of the ABA will be appointed to the Goodwill Committee during the first year of his or her presidency. The appointment will be shown in the district of residence but not count toward the district's quota.
- 1.3 Suspension or removal from the Goodwill Committee
 - 1.3.1 A Goodwill Committee appointment is a lifetime appointment as long as the member is a member in "good standing". If a member loses good standing, the member's Goodwill Committee appointment shall be suspended until the member regains good standing. Expulsion from the ACBL, suspension for one year or longer or probation for two years or longer will result in permanent removal from the Goodwill Committee.

- 1.4 Replacement pins for lost or stolen pins will be provided free of charge to members of the Goodwill Committee.
- 1.5 Goodwill Committee Chair and Co-Chairmen
 - 1.5.1 The Chairman of the Goodwill Committee shall have a term of three years. He or she shall name his or her assistants for the three years.
 - 1.5.2 The Chairman of the Goodwill Committee shall be reimbursed for his/her actual ticket price using advance non-refundable ticketing reflecting the lowest direct service fare available for travel at reasonable times for the travel dates, two nights hotel, three days per diem and free plays at NABCs (excluding the Educational Foundation game).
 - 1.5.3 Co-Chairmen of the Goodwill Committee shall serve at the pleasure of the Chairman with the approval of the Board. The terms of office of the Co-Chairmen will run concurrently with that of the Chairman.
 - 1.5.4 Seven Co-Chairmen of the Goodwill Committee shall be appointed from seven areas of the ACBL: The East, the South, the Midwest, the Northwest, the Southwest, Eastern Canada and Western Canada.
- 1.6 Goodwill Receptions
 - 1.6.1 A reception for all members of the Goodwill Committee will be held at each NABC on Goodwill Day. The budget for these receptions will be determined on an annual basis, taking into account the venue costs, etc.
- 1.7 Goodwill Member of the Year
 - 1.7.1 An ACBL Goodwill Member of the year shall be selected annually. The honorary title shall be presented to the ACBL member who has exhibited unselfish dedication to the causes of good conduct, worthy participation and ethical behavior. The Goodwill Committee shall review all nominations and present its recommendations for ACBL Goodwill Member of the year at each Fall Meeting of the Board.
 - 1.7.2 The Goodwill member will be informed by the Goodwill Committee chairman and honored at the Spring Goodwill reception.
 - 1.7.3 The ACBL Goodwill Member of the year shall receive reimbursement for roundtrip air travel from his/her home to the Spring NABC at actual ticket price using advance non-refundable ticketing reflecting the lowest direct service fare available for travel at reasonable times, two room nights at the host hotel, one day of free plays, and three days of per diem. The reimbursement will come from the Norman Kay Fund which will be supplemented by the ACBL general fund as needed.

Section 2 - Active Ethics

- 2.1 The principles set forth in the Active Ethics Pamphlet apply to all ACBL sanctioned play.

(See Appendix 1D *Active Ethics Pamphlet*)

Section 3 - Zero Tolerance

3.1 Zero Tolerance ("ZT") Policy

3.1.1 The ACBL Board of Directors and Management are committed to improving acceptable player behavior at all times. In accordance with Laws 74, 80F, 81C4, 90A, 91 and 92A ("Laws of Duplicate Bridge"), the following policy outlines what is expected of all players during NABCs and other ACBL sponsored events, as well as in the playing area before and after each session.

3.1.2 The ultimate purpose of the ZT policy is to create a much more pleasant atmosphere in our NABCs. We are attempting to eradicate unacceptable behavior in order to make the game of bridge more enjoyable for all.

Below are some examples of commendable behavior, which, while not required, will significantly contribute to the improved atmosphere:

- a. Being a good 'host' or 'guest' at the table.
- b. Greeting others in a friendly manner.
- c. Praising the bidding and/or play of the opponents.
- d. Having two clearly completed convention cards readily available to the opponents. (This one is a regulation, not just a nicety.)

3.1.3 The following are some examples of behavior which will not be tolerated:

- a. Badgering, rudeness, insinuations, intimidation, profanity, threats, or violence.
- b. Negative comments concerning opponents' or partner's play or bidding.
- c. Gloating over good results.
- d. Constant and gratuitous lessons and analyses at the table.
- e. Loud and disruptive arguing with a director's ruling.

3.2 If a player at the 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 by Law 74A.

Law 91A gives the director the authority to assess disciplinary penalties.

3.3 Zero Tolerance Procedures - The following procedures have been given to the tournament directors for implementation.

- 3.3.1. At the start of each event, the director shall make an announcement that the tournament will be observing ZT for unacceptable behavior. It is requested that the director be called whenever behavior is not consistent with the guidelines outlined above.
- 3.3.2 The director, when called, shall attempt to determine the facts. If it is established that there was unacceptable behavior, an immediate $\frac{1}{4}$ board disciplinary penalty (3 IMP in team games) shall be assigned to all offenders. This may involve any one or all four players at the table irrespective of who initiated the unacceptable behavior. If both members of a partnership are guilty, the penalties are additive ($\frac{1}{4}$ board each = $\frac{1}{2}$ board) The Board of Directors strongly believes that assignment of disciplinary penalties will improve the overall behavior at our tournaments.
- 3.3.3 If it is determined that a second offense has occurred in the same event, then the offender(s) shall be ejected from future competition in that event. An offender removed from an event 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 (three) during a tournament, a disciplinary committee may be convened to determine whether the offender(s) should be allowed to play in other events at the tournament and/or whether additional sanctions may be appropriate.
- 3.3.4 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.
- 3.3.5 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 appeals 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.
- 3.3.6 A ZT report form shall be available for players to report incidents which occur away from the table; and for directors to document complaints and action

taken. The DIC shall provide a summary report of all behavioral penalties to the Tournament Chairman and/or Recorder.