

As a member of the Cactus and Pine Golf Course Superintendents Association, 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 my profession and myself.
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 the 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 a dishonest manner if he or she does one or more of the following in connection with the prospective employment:
 - a. Provide false or misleading information to a prospective employer;
 - b. Makes false, slanderous or defamatory statements concerning a fellow superintendent;
 - c. Attempts to deceive, mislead or misinform a fellow superintendent's employer, supervisor or fellow employees;
 - d. Makes misleading, deceptive or false statements or claims about his or her professional qualifications, experience or performance; or
 - e. 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 GCSAA membership or for membership in an affiliated chapter.
 - a. 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.

Questions or concerns regarding the Code of Ethics can be expressed to the Board of Directors in writing at any time. All formal complaints are handled by the Board of Directors at the next scheduled meeting of the Board. Results of the inquiry will be communicated to the person that files the complaint and kept confidential from the other membership.