

Memo

To: Club Members
From: Board of Directors
cc: Adobe Staff
Date: February 8, 2016
Re: Slow Play and Zero Tolerance

Adobe Zero Tolerance Policy

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 Adobe, as well as in the playing area before and after each session.

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 disciplinary penalty** 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 an **additional penalty or immediately ejecting the offender(s)** from that game. 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.

Slow Play Regulations

Slow play is always a problem whether at tournaments or at clubs. ACBL always encourages players to **call the director mid-round** if they can see that they are falling behind because of the opponents' decisions being slow or because they are doing too much talking between boards. Letting the director know early makes it clear that you are paying attention to the time and are not the cause of the delays. The ACBL's policy is as follows:

When a pair has fallen behind, it is incumbent on them to make up the time lost as quickly as possible whether at fault or not. **All players** are expected to make a concerted effort to catch up when they have fallen behind, **regardless of the reason** for their lateness. In the absence of compelling evidence to the contrary, the director should presume that a pair finishing a round late by more than two or three minutes on more than one occasion during a session is responsible for the lateness. There is a strong expectation that **the director will penalize** such a pair. The size of the penalty will tend to **increase for subsequent instances of slow play and for chronic or egregious slow play**. **While warnings typically will be given before a penalty is assessed, failure to do so in no way limits the director's authority to issue a penalty.** If you believe the director erred in assessing the penalty have a private chat with him or her to explain your point of view.

Adobe's Policy on Slow Play

Two minutes prior to the end of the round the director will announce, "Please get ready to move for the next round. If you have not started the final board of this round, do not do so. It's too late." If a board is started after the director's announcement, a **quarter-board penalty will be imposed against both pairs** at the table. The directors have been instructed to **not provide accommodations** (e.g., sorting cards, bidding hands) for slow play except in the case of physical disability, newer players, or other special circumstances. Please **let the director know** if you or your partner requires extra assistance.

A late play on a single board will be allowed **if all of the following conditions are met**. (1) Time permits the late play. (2) All four players agree to play the board. (3) Both pairs are ready for the late play immediately after the final round. Please be aware that while this decision doesn't have to be made immediately, it is incredibly unethical for the players to wait to see their end-of-game score before making the decision.

Adobe's Policy on Convention Cards

Each player is required to have a copy of the pair's convention card and is expected to **be familiar with their agreements**. Adobe will begin to penalize players whose cards are not completely and correctly filled out **starting 1 March 2016**. If you do not know how to fill out or read a convention card, please look for our upcoming help sessions.