

COLLEGE GREENS SWIM AND RACQUET CLUB CODE OF CONDUCT

Introduction

The intention of this policy is to establish clear and acceptable behavior expectations for College Greens Swim & Racquet Club ("Club") members, guests, employees, volunteers and spectators. It is not intended to restrict the rights of anyone but rather to ensure that all those on Club property or at Club events can expect to be treated with respect. The Club deems that upon acceptance into membership and/or entry onto Club property, all members, guests, employees, volunteers, and spectators have given their consent to be bound by both the restrictions and penalties imposed by this code of conduct.

Code of Conduct

All members, guests, employees, volunteers, and spectators shall:

- Always show respect for other members, guests, employees, volunteers and spectators.
- Never yell, taunt, threaten or perpetrate physical violence upon another member, guest, employee, volunteer or spectator. Members or others with a legal restraining order against them by a member may be barred from membership, visitation, or participation in any Club activity.
- Never use abusive or vulgar language or make racial, ethnic, or gender-related slurs or derogatory comments at the Club or during Club events.
- Always show respect for Club property and the property of other members, guests, employees, volunteers, and spectators. Vandalism in any form will not be tolerated and the offending Club member or Club member parent will be held financially responsible for any damages incurred by the Club.
- Refrain from public displays of affection that could make others uncomfortable. This applies to adults as well as teens on Club property.
- Never engage in harassment of any kind against a Club member, guest, employee, volunteer, or spectator. Prohibited harassment includes verbal, physical, and visual conduct that creates an intimidating or offensive environment or that interferes with an individual's wellbeing or performance.

Harassing conduct can take many forms and may include, but is not limited to, the following: slurs, jokes, statements, gestures, assault, impeding or blocking another's movement or otherwise physically interfering with normal movements, pictures, drawings, or cartoons, violating someone's "personal space," foul or obscene language, leering, stalking, staring, unwanted or offensive letters or poems, offensive email, text, or voicemail messages.

Sexually harassing conduct in particular may include all of these prohibited actions, as well as other unwelcome conduct, such as requests for sexual favors, conversation containing sexual comments, and other unwelcome sexual advances. Sexually harassing conduct can be by a person of either the same or opposite sex. Harassing conduct need not be motivated by sexual desire to be violative of this policy.

- Report violations of this Code of Conduct to the Board in writing. Immediate concerns should always be directed to a lifeguard, who will contact a Board member.

Resolution of violations

- Any person violating this policy may be removed from the Club premises at the time of the violation by any Board member or managing lifeguard.
- Should the Board be made aware of a violation after the fact, it will be put on the agenda of the next Board of Directors meeting for discussion.
- The Board may issue a warning, bar from the premises, discipline, suspend or expel a violator, depending on the circumstances of the violation and the violator's status (member, guest, volunteer, employee, or spectator).
- If the violation rises to the level where suspension of or expulsion from membership may be considered, the due process procedure in the Club bylaws will be followed.