



VILLAGE CLUB POLICIES 2018

Consent for Picture inclusion: The Village Club utilizes its website for pictures of club members involved in competitive activities, social events and random snapshots of good fun. Unless an adult member informs us to the contrary, we may post pictures of members, both adults and children taken by management, staff, and board members and/or submitted by other members of the club. Discretion will be employed in deciding which pictures to post. These guidelines apply to all individuals. Hereinafter, the term "individual" shall mean all persons associated with, members of, guests of or employed by the Village Club. All members are required to have a picture on file.

Equal Opportunity: The Village Club does not discriminate in its memberships, guest admissions, vendors, contractors, programs, activities, services, or employment on the basis of sex, age, gender, color, national origin, ancestry, creed, pregnancy, marital or parental status, sexual orientation, physical, mental, emotional, or learning disability, socioeconomic status or any other reason prohibited by state or federal laws or regulations.

Firearms/Weapons: Firearms and weapons of any type or device are not allowed in the club or on the property of the club. This includes facsimile firearms/weapons. There is no exception for open carry or concealed carry. Violations of this policy will be referred to the Greendale Police Department for appropriate charges. The Board of Directors reserves the authorization to harbor a protective device securely kept in the facility, in accordance with federal, state and local laws for the safety of staff, members and management if deemed necessary. No exceptions.

Harassment Policy: The Village Club strives to maintain a work environment in which people are treated with dignity, civility and respect. All individuals are covered by and are expected to comply with this policy. Appropriate, consequential action will be taken against any individual who violates this policy up to and including termination.

Hiatus Policy: A current member may request a one-year waiver of club membership. Make the request by phone, email or letter to the membership manager. Request must be made by February 1st of that season. Outstanding fees must be paid in full. Hiatus applies to all people listed on the membership. During the hiatus, the member is not responsible for dues and/or initiation fees. Hiatus member may visit the club 3 times as a guest of an active member. The \$50 fee is applied toward dues for the following season. If the membership is not renewed then the fee is forfeited and the membership is dissolved. Rejoining thereafter is considered a new membership including the waitlist.

Investment Policy: The Purpose is to assist the Board of Directors of The Village Club in effectively supervising, monitoring, and evaluating the Club's investment portfolio. Goals and objectives are long-term growth and preservation of capital. The guidelines are based upon an investment horizon that shall consider both short to medium term and long-term objectives. The Club may have short-term liquidity requirements. A one-year loss limit of 6% has been set for the portfolio. Allocation: 1/3 to safe assets, 1/3 to relatively safe assets and 1/3 to moderately risky assets.

Membership Conversion: A member may request a change in the type of club membership when they renew. Each request will be considered on an individual basis by the board of directors. Such requests should be made by prior to the first dues payment. Only those members whose accounts are paid in full will be considered.

Public Events: Community affairs, political fundraisers, tournaments held primarily for the benefit of the public, wherein the sponsor of such an event benefits from the event and all such events that are not board approved social events, for and by the membership, are contrary to the purpose of the club and thereby clearly disallowed.

Smoking & Tobacco Policy: The Village Club does not allow the use of tobacco products including cigarettes, cigars, chewing tobacco, pipe tobacco nor e-cigarettes within the club. The designated area is the parking lot for those who choose to use tobacco products or facsimiles. This restriction applies to all individuals at all times.

Technology Policy: The Village Club makes an earnest effort to provide members with an environment that is relevant to current communication devices and applications. However, the Village Club is not responsible to members or individuals for any type of communication device that is lost, stolen or destroyed. Nor is the Village Club responsible for the abuse, which it does not condone, by members or guests of the privilege of using such devices while at the Village Club. All individuals are covered by and are expected to comply with this policy.