



VILLAGE CLUB POLICIES 2019

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 by contacting the membership manager. Request should be made by April 1st of that season. Hiatus applies to all people listed on the membership. During Hiatus, the member is not responsible for dues and/or initiation fees but outstanding fees must be paid in full. A \$50 fee is charged and applied toward dues for the following season. If the membership is not renewed then the fee is forfeited and the membership cancelled. Rejoining thereafter is considered a new membership including the waitlist. Renewal off Hiatus in-season requires board approval and \$15 fee. Hiatus request can be once during a 5 yr period.

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.



Member Conduct Policy

The Village Club is a facility that depends on its members to conduct themselves in a manner that promotes safety and enjoyment for all and a positive working atmosphere for the entire staff.

The rules and procedures of the Village Club are required to provide a safe and enjoyable environment for everyone. It is expected that all members will be familiar with the rules and procedures as outlined in the membership packet and posted at the club. Parents are expected to review the Club rules with their own children and guests, as they are responsible for their behavior.

Unfortunately, some members may choose behavior that is unsafe or deprives other members the opportunity to enjoy the Club's facilities and programs. Examples of this behavior are diving in shallow water, throwing people in the pool, inappropriate footwear on the tennis courts, cell phones in the locker rooms, not following directives, talking back to employees, swearing, crude behavior or remarks, bullying, goofing around during swimming, diving, or tennis lessons and acting in an unsafe manner and/or creating a dangerous situation for others

Employees can intervene to remedy the situation when this happens.

- upon the first offense, the staff will issue a verbal warning with the expectation that the inappropriate behavior will change immediately.
- if a second offense occurs, the staff will issue a 5 minute "time out", removing the member from the pool, tennis courts or program for a minimum of 5 minutes.
- upon the 3rd offense, the member will be removed from the pool, courts or program for the remainder of the day. The employee will file a written report of the event(s). If the offending member is a minor, the management will contact the parents or legal guardian to inform them of the situation.

Repeated inappropriate behavior problems warrant a more significant response. The following guidelines will be used to determine the level of action to be taken by the Club when behavior of this nature occurs again. The police may be notified, in certain cases, if laws are violated.

1st Offense: ejection from the Club for the remainder of the day and the next two days. This will be reported to the Director of Operations and recorded in the conduct logbook. Parents will be contacted to inform them of the situation if the offending member is a minor.

2nd Offense: ejection from the Club for the remainder of the day and the next 6 days. This will be reported to the Director of Operations and recorded in the conduct logbook. Parents will be contacted to inform them about the situation if the offending member is a minor. The Director of Operations will inform the Board President who will inform the member (or parent) in writing that they are at risk of having their membership revoked.

3rd offense: ejection from the Club for the remainder of the season. The President or designee will inform the member in writing, at least 10 days prior to the Board meeting, that they are considering revocation of membership. The member will have an opportunity to be heard at that board meeting. A two-thirds vote of the board will be required to revoke a membership. There will be no refund of dues or fees if membership is revoked.

Children at the age of 14 may join the club as a single member if and after their parents have not renewed their family membership. Contact the Membership Manager at: membership@thevillageclubinc.com

Former members of the club who do not renew their membership nor take hiatus and at a later date wish to rejoin pay a \$250 initiation fee. Contact the Membership Manager at: membership@thevillageclubinc.com

Nonmembers are allowed to join an adult state league for a flat fee of \$30 if member participation has been exhausted and spots are not filled. No more than 4 nonmembers can be added to a team. Their use of the club is for the state league tennis competition only. Contact the Tennis Director at: tennis@thevillageclubinc.com

Pool rentals are not permitted per the status the club enjoys as a not-for-profit 503 c7, which precludes ADA requirements. This does not preclude nor prevent the club from holding or hosting swimming and diving tournaments.

Childcare providers who remain at the club when the parents of the children arrive must pay the guest fee.

Donation of a membership to an organization must meet the following requirements: it must be a non-profit organization and the proceeds of the raffle or auction involving said donation goes to a scholarship for students.