



HILLS COUNTRY CLUB

CODE OF CONDUCT

This Code of Conduct is designed to enhance the values of our club and to ensure that all members, guests and visitors experience a pleasant and safe visit while at Harbor Hills Country Club. We appreciate adherence to this policy as outlined below;

This Code of Conduct **applies to all patrons of the club** (members, guests, visitors) who will always be expected to conduct themselves in a socially acceptable manner and to comply with all its rules and regulations as set force by the Board of Director's and or it's designees.

Any breach of the rules and regulations, including but not limited to, the use of Profanity; Abusive; (physical and/or verbal), Vulgar and/or Irreverent language; directed at members, other patrons and employees of the Club will not be tolerated or condoned. Complaints are to be directed to the General Manager.

Violations, on the part of patrons other than members of HHCC, of the above Code of Conduct and or any of the HHCC Rules and Regulations may result in actions ranging from, a verbal warning up to and including the immediate removal from the premises or indefinite removal from the property, depending on the severity of the non- compliance, as determined by the General Manager.

Any conduct which breaches this code or any of the rules and regulations of HHCC on the part of a member or members could result in suspension or revocation of membership privileges, without reimbursement of fees, as determined by the Board of Directors.

DISCIPLINARY ACTION

Violations of this Code or any of the HHCC rules and regulations by a member and or members may result in discipline up to and including expulsion from Harbor Hills Country Club, depending on the nature and seriousness of the violation, as determined by the Board of Directors. If it is determined that a violation has occurred, except in instances where more serious measures, including immediate expulsion, are necessary, disciplinary action normally will take the following steps:

Unacceptable Member Conduct:

(i.e. excessive profanity; verbal abuse of members, guests, employees of Club, failure to comply with course and clubhouse rules, etc.)

- First Violation: Verbal warning as determined by the General Manager (incident report on file).
- Second Violation: (same year) Written warning as determined by General Manager
- Third Violation: (same year) Warning letter from the Board of Directors
- Fourth Violation: (same year) Suspension of use of [HHCC] for 30 days
- Fifth Violation: (same year) Expulsion from HHCC

Physical Altercations:

- First Violation: 30 days suspension of membership privileges as determined by Board of Directors.
- Second Violation: (same year) Subject to review by Board of Directors; which may result in but not limited to further suspension and or revocation of membership privileges for a year or more, without reimbursement of fees.