



## **HARBOR 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 your 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 comply with all its rules and regulations as set forth by the Board of Directors and or its designees.

Any breach of the rules and regulations, including but not limited to, the use of Profanity; Abusive; (physical and/or verbal), Vulgar, Derogatory, and/or Irreverent language; directed at members, other patrons, Directors, 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 that 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.

### **CORRECTIVE 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 (s) has occurred, **where more serious measures are applicable**, including suspension or immediate expulsion, disciplinary action with otherwise routinely take the following steps:

#### **Unacceptable Member / Patron Conduct:**

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

- **First Violation:** Verbal warning as determined by a Manager (Incident Report on file and signed by Member/Patron).
- **Reoccurrence Violation:** Subject to review by the Board of Directors, which may result in but not limited to suspension and or revocation of membership privileges for a period, as determined by the Board, without reimbursement of fees.

#### **Physical Altercations:**

- **Violation:** Subject to review by the Board of Directors, which may result in but not limited to suspension and or revocation of membership privileges for a period as determined by the Board of Directors, without reimbursement of fees.

***HHCC reserves the right to request immediate removal from the property of a member and or patron for any inappropriate conduct until any further action is determined.***