

FHMC Member Code of Conduct Policy

Purpose

The intention of this policy is to establish clear and acceptable behavior expectations for all Members and guests of the Fox Hollow Men's Club. It is not intended to restrict the rights of anyone, but rather to ensure that all members and guests are treated with respect while enjoying the golf course, practice facilities and clubhouse at Fox Hollow. The Club deems that upon submission of an application, and payment of membership fees, all members have given their consent to be bound by this Code of Conduct.

Objectives

The objective of this policy is to ensure an environment that is free from discrimination, harassment, abuse, and violence for members, employees, and visitors of the Club. The Club's goal is an environment where everyone is treated with dignity and respect.

Member Responsibilities

By applying for and accepting membership in the Club, every member is deemed to agree to the following:

1. The privileges and rights of FHMC Members are governed by the Club Bylaws, Member Handbook and Code of Conduct Policy.

Conduct

All members and guests will:

- Act honestly in all occasions and conduct themselves in a sportsmanlike manner.
- Maintain an honest golf handicap by properly entering all scores and applying Equitable Stroke Control adjustments when appropriate.
- Respect the rights of other players and golf course staff. Golf course staff always have right-of-way when actively engaged in work on the course. Do not play your ball if there is any risk to staff or equipment.
- Respect the golf course grounds, golf carts, and equipment. Obey all Staff direction and signage on the course.
- Engage in proper golf etiquette.
- Take pride in the physical appearance of the golf course. Replace divots or use seed mix, rake bunkers, and fix pitch marks.
- Not engage in any form of sexual, racial, religious, or other harassment.
- Not approach other members, guests, staff, management or Directors with abusive conduct, threatening language, or violent behavior.
- Abide by all local, state, and national laws and regulations.
- Be an ambassador for the Fox Hollow Men's Club when out in the community or at other Clubs

Deliberate or Unintended Violations

Unacceptable conduct may be deliberate or unintended. The test is whether a reasonable person knows, or ought to know, that such behavior would be considered unwelcome or inappropriate by the recipient. The Board of Directors has the authority, as set out in the Club Bylaws, to enforce this Code of Conduct Policy against any members who are in violation. This may include suspension of rights and privileges of the offending Member and/or Expulsion from the Club.

Due Process for Accusations of Code of Conduct Violations

The FHMC Board of Directors will investigate any known, or suspected, violations of the Code of Conduct. If you witness, or are involved in, a violation of the FHMC Member Code of Conduct, we ask that you file a formal complaint detailing the persons involved, suspected or accused violations, and any other details that would assist the investigation (dates, times, witnesses, etc...).

Upon receipt of a complaint, the Board of Directors will proceed as follows:

- The Board of Directors will contact the involved Member(s) to complete an incident review and take statements from those involved.
- The Board will solicit appropriate Committee Chairs for input and feedback with regards to disciplinary action.
- Any involved member(s) will be notified via email of any disciplinary action and given an opportunity to show cause why the Club should not discipline the member according to these rules. If the member desires a hearing, a written request for a hearing must be submitted to the Board President within seven (7) days after receipt of the Club's notice to them. Upon receiving a written request for a hearing, the Club will set the time and date within seven (7) days of the request.
- The Committee Chairs will make a recommendation to the Board of Directors for any offenses that require formal disciplinary action, up to and including suspension of privileges, the involvement of legal authorities, and/or expulsion as detailed in the By-Laws.
- In all cases should there be damage to property, monetary restitution will be mandatory to consider any continuation of membership.
- Suspension or termination of membership will result in forfeiture of any annual dues or fees paid to FHMC. No refunds will be issued or considered if a member is expelled from the Club.

Any member, whose conduct has been deemed by the FHMC Board of Directors to be improper, offensive, or likely to endanger the welfare, safety, harmony, or good reputation of the Club or its members, may be formally reprimanded, suspended, or expelled from the Club. The FHMC Board of Directors will be the sole judge of what constitutes improper conduct, or conduct likely to endanger the health, safety, welfare, harmony, or good reputation of the Club or its members.