



ROUND HILL COUNTRY CLUB

Round Hill Country Club Code of Conduct

1. Round Hill Country Club is a premier country club that fosters a culture that values, appreciates, and respects all its Members, their families, guests, and all staff, and its Members shall conduct themselves in a manner consistent with these values.
2. Members are responsible for ensuring that their own behavior and that of their family members and guests complies with this code of conduct and all other applicable RHCC bylaws, policies, rules, regulations, dress codes, parking restrictions, and other instructions.
3. Members shall conduct themselves in a sportsmanlike manner in all sporting activities, observing all applicable rules, and standards of etiquette and fair play.
4. RHCC has pledged to perpetuate its long history of valuing diversity, and its Members shall treat others with courtesy, dignity and respect regardless of race, color, national origin, creed, age, gender, religion, marital status, sexual orientation, disability or any other condition protected by law.
5. Members shall not harass or threaten, verbally, physically or otherwise abuse or retaliate against any Member, family member, guest or staff member.
6. Members shall treat RHCC employees in a respectful manner, shall not reprimand, direct, or verbally, physically or otherwise abuse any RHCC employee. Any complaints or suggestions about employees are to be made in writing addressed to the appropriate member of Management or Board of Directors.
7. Members shall not engage in any act likely to endanger the welfare, safety, harmony or good reputation of the Club, its Members, employees or guests. In particular, and not by way of limitation, the following conduct is prohibited:
 - a. Deliberate or careless damage or destruction of any RHCC property, or the property of any Club Member or employee;
 - b. Removing or borrowing RHCC property or assets without prior authorization;
 - c. Unauthorized use of RHCC equipment, time, materials, or facilities;
 - d. Provoking a fight or fighting at any time on the property;
 - e. Carrying firearms or any other dangerous weapons on the property at any time;
 - f. Commission of a crime or engaging in criminal conduct of any sort;
 - g. Causing, creating, or participating in a disruption of any kind on the property;
 - h. Use of abusive or threatening language toward a Member, guest or employee of RHCC;

- i. Violating any safety, health, security or RHCC policy, rule or procedure;
 - j. Committing or involvement in any act of unlawful harassment of another individual;
 - k. Controlled substances, as defined by California and Federal laws, are not permitted on the Club property.
8. Members shall cooperate in a courteous and respectful manner with Members of RHCC Management, the Board of Directors and the Grievance Committee regarding any review, investigation or other issues of compliance with this code of conduct or any other RHCC bylaws, rules regulations, procedures, restrictions or instructions.

RHCC Board Approved 1/13/16