ONEIDA FAMILY FITNESS
DISCIPLINARY POLICY

Oneida Family Fitness is committed to providing a safe and welcoming environment for all members and guests. Members and guests are asked to act appropriately at all times when in our facilities or when participating in programs held on or off site.

If the member/guest is involved in any of the following activities, Oneida Family Fitness shall be entitled to take disciplinary action against him or her in accordance of this policy. If the member/guest is a minor, the incident will be documented in accordance of this policy, and ALL incidents will be communicated with the parent/legal guardian.

I. **MINOR INFRACTIONS**

a). **Disrespecting Staff**: Offensive actions or abusive language directed at Family Fitness staff will not be tolerated.

b). **Swearing**: Family Fitness will not tolerate any offensive or distasteful language in the facility.

c). **Dress Code**: Appropriate fitness attire such as t-shirts, shorts, sweatpants, etc...is required. Athletic shoes with a closed toe must be worn at all times. No sandals, flip-flops, or slippers are allowed. Any member not following these requirements will be asked to change clothing.

d). **Personal Training**: All personal training must be performed by certified Oneida Family Fitness staff. Personal training conducted members/non-employees will not be permitted.

e). **Personal Hygiene**: As a courtesy to all members and staff, Oneida Family Fitness members must practice proper personal hygiene to eliminate odors and germs that will offend/harm other members and staff.

f). **Non-compliance with Facility Guidelines, Rules & Regulations, and Code of Conducts:** Members must adhere to all facility guidelines to provide a safe and enjoyable environment for all participants.

PENALTIES FOR MINOR INFRACTIONS

Any member/guest committing a Minor Infraction shall be subject to:

(1) **First Offense:** Verbal Warning
A Verbal Warning will be given to the member and reported on a validation form with an explanation of the undesired behavior.

(2) **Second Offense**: Written Warning
A Written Warning will be given to the member explaining his or her actions; a warning will also be reported on a validation form with an explanation of the undesired behavior.

(3) **Third and Subsequent Offenses**: Suspension
Upon a third or subsequent offense, the member shall be suspended from Family Fitness for a period of thirty days. No member shall be entitled to any refund of Family Fitness membership fees by reason of suspension of their membership.

II. **MAJOR INFRACTIONS**

a). **Fighting**: Fighting will not be tolerated and all members involved in any fight shall be jointly and severally liable for all damages and injuries.

b). **Weapons**: Oneida Family Fitness will not allow any type of weapon into the club. The Oneida Police Department will be contacted if a member has a weapon in his or her possession. A weapon is defined as any object that can be used to hurt another individual (guns, knives, clubs, etc.) If a weapon is used, the member using the weapon will be liable for any and all resulting damage or injury.

c). **Destruction of Property or Personal Belongings**: Any member involved in damaging or destroying Oneida Family Fitness property or the personal belongings of a member, will be responsible for all repairs and /or replacement of said property equipment, or personal belongings.

d). **Drugs/Alcohol**: Drugs/alcohol is not permitted in the facility. The Oneida Police Department will be called to investigate any member found to possession illegal drugs.

e). **Theft**: Any member involved in theft of Oneida Family Fitness property or a member's belongings will be held responsible. Oneida Police Department may be contacted and will handle accordingly.

PENALTIES FOR MAJOR INFRACTIONS

Any member/guest committing a Major Infraction shall be subject to either:

(1) a 30-day club suspension of their Oneida Family Fitness membership; or

(2) revocation of their membership.

The decision to suspend or revoke a membership is the discretion of the Family Fitness staff.
No Member shall be entitled to any refund of Family Fitness membership fees
by reason of suspension or revocation of their membership.

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