



DISCIPLINARY POLICY

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

If the member is involved in any of the following activities, Oneida Family Fitness shall be entitled to take disciplinary action in accordance of this policy. If the member 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). **Loitering:** Loitering is not allowed. Members will need to engage in physical activity when using the facility.
- b). **Disrespecting Staff/Members:** Offensive actions or abusive language directed at Family Fitness staff and/or members 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. Member to Member personal training is not allowed.
- 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.

PENALTIES FOR MINOR INFRACTIONS

- (1) **First Offense:** Verbal Warning
A Verbal Warning will be given to the member with an explanation of the undesired behavior and documented on membership.
- (2) **Second Offense:** Written Warning
A Written Warning will be given to the member explaining his or her actions.
- (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 (30) days.

II. MAJOR INFRACTIONS

- a). **Fighting:** Fighting will not be tolerated, and all members involved in any fight shall be jointly 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 in possession of 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

- (1) a 30-day club suspension OR revocation of their Oneida Family Fitness membership

The decision to suspend or revoke a membership is the discretion of the Family Fitness staff.