



ONEIDA
FAMILY FITNESS
DISCIPLINARY POLICY

Oneida Family Fitness is committed to providing a safe and enjoyable environment for all members of Oneida Family Fitness (“members”). Members are asked to always act appropriately when in our facilities, including when participating in programs held on or off-site. Oneida Family Fitness has the right to determine its membership; any violations of its Disciplinary Policy may result in suspension or revocation (permanent or temporary) of a membership.

If the member is involved in any of the following actions, behaviors, activities, etc. Oneida Family Fitness may take disciplinary action in accordance with this policy. Membership decisions are not appealable. If the member is a minor (under the age of 18 years old), the incident will be documented in accordance with this policy; If the member is a minor ALL incidents will be communicated with the parent/legal guardian. Additionally, Oneida Family Fitness will notify law enforcement and/ or other enforcement authorities if it appears that the member is engaging in illegal activity or otherwise disorderly behavior. If the member engages in vandalism or otherwise intentionally damages property, Oneida Family Fitness will seek restitution (payment for the damage/payment to repair the damage caused).

- I. **MINOR INFRACTIONS**. This list is not exhaustive. Additionally, repeat infractions or infractions that have serious facts (even if they are labeled “minor”) may result in membership revocation.
 - a). **Loitering**: Loitering is not allowed. Members will need to be engaged in physical activity/ exercise when using the facility.
 - b). **Disrespecting Staff/Members**: Offensive actions/noises, disorderly behavior, bullying, abusive language, etc. 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.
 - f.) **Other offensive behavior**: Although this list captures a common minor infractions, it is not possible to capture all possible offenses. Any other behavior that is offensive or causes problems/ damage for members, staff, or the facility may be treated as a minor (or major) infraction.

- II. **MAJOR INFRACTIONS**
 - a). **Fighting**: Fighting, physical or verbal, will not be tolerated. 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 facility. 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 (includes, but is not limited to 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 are not permitted in the facility. The Oneida Police Department will be called to investigate any member found in suspected possession of illegal drugs.
 - e). **Theft**: Any member involved or suspected to be involved in the theft of Oneida Family Fitness property or a member’s belongings will be reported to law enforcement. The member will be responsible to replace any equipment taken.

PENALTIES FOR INFRACTIONS

1. **Membership Conditions.** Oneida Family Fitness may place conditions upon a membership at any point in time. When a condition is placed upon a membership, the purpose of such condition will be to address a behavior that violates this policy. Condition placed may include, but not be limited to: Limitation on hours of attendance, requiring adult supervision in certain portions of the facility or classes, etc. Oneida Family Fitness will communicate to the member and, if appropriate, the parent/guardian the length of time in which a membership condition is in place. Conditions may be placed for any length up time up to one year.
2. **Minor Infractions.** Generally, Oneida Family Fitness will use a scale of progressive action (discipline) against an individual's membership. *HOWEVER, repeat violations and/ or violations of infractions that have serious facts (even if they are labeled "minor") may be considered serious and require deviation from this progressive action; in such instances suspension or revocation of a membership may be utilized.* Deviation from progressive action is within the authority of Oneida Family Fitness.
 - (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 the violating conduct and how to correct 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.
3. **Major Infractions.** Major infractions are violations of a serious nature or are a series of repeat violations.
 - (1) A 30-day club suspension OR revocation of their Oneida Family Fitness membership.
 - (2) Revocation may occur on the following basis: 1 year or permanently.
 - (3) Oneida Family Fitness will inform the member of the period of suspension or revocation and the date in which the membership may be reactivated.
4. Membership action taken by Oneida Family Fitness is not appealable and is within the sole discretion of Oneida Family Fitness.
5. **Trespassing.** Members that have had their membership suspended or revoked are not allowed at the facility. Law Enforcement will be notified if this occurs, and trespassing action will be enforced/ taken.
6. **Reactivation of a membership.** Prior to reactivation of the member's membership, whether suspended or revoked, the member and their parent/guardian must make an appointment with an administrator from Oneida Family Fitness to discuss the violation and expected conduct.

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