



## **Balboa Tennis Club Discipline Policies**

### **Code of Ethics**

It is considered unbecoming conduct if any member or non-member, while on the property of the Balboa Tennis Club, engages in (A) abusive display of temper, (B) loud abusive or threatening language, (C) profanity, (D) obscene language or gestures, (E) racquet throwing, (F) behavior that could jeopardize the safety of persons or cause damage to property. Any of the above may be considered as grounds for ejection from the BTC property and/or cancellation of BTC membership.

Complaints regarding member behavior are considered on an individual basis by the Club Director, who researches both parties involved. Depending on the severity of the complaint, the issue may be resolved. In more complicated cases, the situation may need to be heard by the Board of Directors. The seven member panel determines if punitive action is necessary.

### **Discipline of Members – According to BTC Bylaws**

The Board is responsible for discipline of the membership, insuring the good conduct of members during their participation in Club activities and while on Club premises. This responsibility includes disciplinary actions when appropriate. The Board may

delegate disciplinary action to the Director according to guidelines set forth by the Board and subject to revision from time to time. Discipline may include, but is not limited to, fines, restitution, suspension or termination of all membership rights. Any member disciplined by the Board shall have the right to a hearing before the Board. Further, the member has the right to be represented by counsel at this hearing, but this option is at the member's expense only.

Further, where the initial review of the facts by the Club Director or Board as the case may be indicates that the safety of any segment of the membership or the public may be involved, the Board retains the right to immediately suspend any member's rights to use the facilities pending the outcome of a full hearing before the Board. Under these circumstances, such a hearing shall take place in a timely manner. It is understood that under no circumstances will any membership be terminated without cause.

### **Three Tier/Strike Disciplinary System**

1. The first strike is a warning.
2. The second strike is a suspension of three months.
3. The third strike is termination for five years.

### **Reinstatement Policy for Terminated Members**

1. When a member has had his/her membership revoked by the Balboa Tennis Club Board of Directors, said person may not play at Balboa Tennis Club in any activity under the auspices of the Balboa Tennis Club; such activities shall include but not limited to tennis clinics, free days, Balboa WTT or USTA Leagues, free clinics, and round robin events. Said suspended members are able to play in non-sponsored tennis events at Balboa Tennis Club

such as USTA sanctioned tournaments or other independent tournaments.

2. After a period of five years from the date of membership revocation, the terminated member may request to have his/her membership reinstated. Such request shall be made in writing and addressed to the Balboa Tennis Club Board of Directors. After a review of the request to determine that there have been no violations of provisions listed, the Board shall allow the petitioner to appear before the Board. The petitioner shall be notified in writing if said petitioner is eligible for consideration of reinstatement.

3. If the petitioner is eligible for reconsideration, said petitioner shall present evidence at a specified Board meeting as to why said petitioner has corrected the behavior which led to the termination.

4. Following the presentation, the Board at an executive session shall consider whether the petitioner warrants reinstatement. The decision of the Board is final and cannot be appealed. The Board shall notify the petitioner in writing of its decision.

5. In the event that the petitioner is successful, the petitioner shall be granted a provisional four month membership provided that all membership rules of the Balboa Tennis Club are followed. If any violation is noted during the provisional period as solely determined by the Director of Balboa Tennis Club, the provisional membership shall be revoked immediately with no refund of membership fees. There will be no recourse for reinstatement at that time or in the future.

6. If there has been no incident reported during the initial four month provisional membership period, an additional four months membership may be granted under the same conditions. Upon completion of two 4 month memberships without incidents, an annual membership will be offered. If there are any incidents during this designated time period, the individual will be permanently banned from the Club with no refund.