

Pool and Ground Rules
of
The Freedom Swim Club, Inc.
(Revised June 2011)

The following rules are established to benefit and protect all users of the Club facilities and are intended to assure safe and sanitary operation of those facilities.

General Rules

The Club will not be responsible for the loss of or damage to personal property.

The cost of any Club property damaged either deliberately or by a person while in violation of Club rules will be charged to the responsible member.

Club assumes no responsibility for any accidents or injuries occurring on Club property.

The Club is committed to maintaining an environment in which all individuals are treated with respect and dignity. The appended Harassment-Free Environment Policy has been adopted by your Board of Directors to ensure that everyone is able to enjoy the Club in an environment that is free from harassment and retaliation.

If experience necessitates changes or supplements to these rules, such modification may be made immediately by the Board of Directors and will be posted in a conspicuous area on the premises.

Responsibility and authority of the Pool Manager: The Pool Manager and, in his/her absence, the Assistant Manager, has authority to refuse admission to or immediately eject any member or guest from the Club property for failure to cooperate with their instructions or requests, or those of the life guards. Failure to comply with the Manager/Assistant Manager in this regard may be sufficient cause for suspension of Club privileges or cancellation of membership as explained in the By-Laws of the Club.

An adult is defined as a person 18 years of age and older.

Pool Hours

Normal pool hours are from 12:00 noon to 9:00 PM daily. When school is in session, the hours will be posted.

At the discretion of the Pool Manager, the pool may be closed due to emergencies such as service demands or storms.

Swimming lessons and swim team practice hours will be posted on the premises.

Dates of swim team meets will be posted on the premises.

Admission to the Pool

Members and their families may be requested to furnish positive identification and proof of residence upon entry to the pool. The Pool Manager, Assistant Manager, Life Guards (as well as Board Members and the Membership Chairperson, if necessary) are authorized to request this information. Failure to provide the information may result in non-admittance to the pool and possible disciplinary action as explained in the Pool By-Laws.

Emeritus Member Privileges - Emeritus Members will be allowed to use the Club facilities as if they were members in good standing by paying the guest fee each time they enter the Club. These members will be allowed thirteen (13) visits per year. To illustrate how this will work in practice, the following examples are provided: (1) if a married couple of Emeritus Members comes to the pool together, their total fee would be the price of two guest tickets. Since in this example, both spouses are coming at the same time, their joint visit would count as one of the 13 visits allowed; (2) visits by individual Emeritus Members will also count as one of the 13 visits allowed. The Pool Manager will maintain a list of Emeritus Members at the pool entrance.

Guest Privileges - A guest privilege shall be defined as a single guest or group of guest all from the same family using the pool on a particular day. Each family membership is permitted thirteen (13) guest privileges per year. A member of the Club must accompany his/her guests when they enter the pool grounds and must remain with them for the duration of their stay. Adult members of the Club are responsible for the conduct of their guests.

Guest Rates:

(i) Monday through Friday (after 6:00 PM - \$2.00)
Adults - \$6.00 Under 18 - \$5.00
Family - \$15.00

(ii) Saturday, Sunday and holidays (after 6:00 PM - \$2.00)
Adults - \$7.00 Under 18 - \$6.00
Family - \$20.00

House Guest - Persons who are entertained overnight or longer in the member's house. A house guest or guests will exhaust one guest privilege for each uninterrupted visit. Bona fide houseguests shall be extended a special weekly rate of \$20.00 per person or \$35.00 per family per week.

Baby-sitting Situations - Upon written request, approval by the Board, and payment of a fee equal to 50% of the annual membership dues per person per year:

- A child of a non-member who is being watched by an adult member will be allowed to utilize the Club's facilities when accompanied by and in the care of the adult member.
- An adult non-member who watches a child of a member will be allowed to utilize the Club's facilities when accompanying and caring for the member.

Safety

No person shall use the pool unless it is officially open and the guards are on duty.

In order to gain admittance, an adult must accompany children under twelve (12) years of age. Such adult (18 years or older) will be responsible for supervising the child at all times while on Club premises.

Intoxicated persons or persons under the influence of illegal drugs or controlled substances shall not be admitted to the Club premises.

Anyone involved in any activity with illegal drugs or unauthorized controlled substances on Club property is subject to disciplinary action as explained in Article V, Section 1.(d) of the Freedom Swim Club's bylaws. No intoxicants may be brought on, served or consumed on Club grounds at any time, except during officially sanctioned adult social activities.

Cigarettes and other uses of tobacco will not be permitted inside the fence surrounding the pool or within 20 feet of the gate.

No glass containers will be allowed on the Club premises.

All debris shall be deposited in containers provided for that purpose.

No running, pushing, wrestling, ball playing or undue disturbance will be permitted in or about the pool area.

Only children under six years of age may use the wading pool. Parents must remain within the confines of the wading pool when their children are in that area.

The wading pool gate must be closed at all times when not in use.

To ensure an unobstructed view of the wading pool, no towels, chairs, etc. shall be draped over or leaned against the fence surrounding the wading pool.

Rubber or plastic tubes and inflated toys will be permitted in the wading pool only when conditions permit. Swim fins, breathing tubes, as well as small life preservers are permitted in the large pool. Large inflatables, such as surf mats, animals, etc. will not be permitted in either pool.

No child shall be allowed to use an inflatable or rescue device in water above his/her shoulders unless an adult is in the water within arm's length of the child.

No swimming will be permitted in the diving area.

No child shall be allowed to use an inflatable or rescue device in the diving area as a substitute for swimming ability - regardless of the proximity of a parent or another adult.

At no time will more than one person be permitted on the diving board and/or slides.

Swimmers of questionable ability shall not be allowed to use the diving board and/or slides - A swimming test (Swim the width of the diving well) may be required by the guard on duty.

The Pool Manager, at his discretion, may clear the pool for 15 minutes of each hour for the exclusive use of adults who are 18 years or older.

Lightning – The lifeguards are required to clear the pool and suspend all activities for thirty minutes from the time thunder is heard. During this time, you are urged to leave the grounds or to seek shelter in your automobile. Taking shelter within the pavilion or rest room area is not adequate protection from lightning strikes. Also, avoid seeking high ground, gathering in groups, being near a fence or under trees.

Health

Pets of any kind are not permitted.

Food or beverages are not permitted in the pool or on the concrete apron surrounding the pool.

Cut-offs, Bermuda shorts, or street clothing are not permitted as bathing attire.

Expectoration or blowing of nose in the pool is prohibited.

No one can enter the pool area while wearing bandages or suffering from an infection or communicable disease.

Showers must be taken before entering the pool. (This is a State Health Department Regulation).

State Health Department Regulations prohibit diapered babies (or any child who is not toilet-trained) from using the main pool - this includes children being held by a parent.

Children who are not yet toilet trained must wear snug fitting plastic pants or a commercial "swim diaper" and can only use the wading pool. A bathing suit must be worn over the plastic pants or "swim diaper".

Use of Swim Club Grounds

The land immediately surrounding the swim pool itself will eventually be used to provide additional types of recreational facilities for the Club members and their guests. Until such time as these additional recreational facilities are located and installed, the Club grounds may be use for such things as picnic, badminton or volleyball games, etc. In addition to the pool rules, the following rules of conduct and courtesy will apply to the Club grounds beyond the swimming area.

The boundaries of the Club property will be defined and marked clearly. No person shall trespass upon or use in any way the land beyond these boundaries without explicit, written permission from the property owner.

The treed Club property immediately abutting the rear of each property along Placid Drive is intended and specifically set aside as a buffer zone for the protection of the property owners' privacy. As such, it may not be used for any type of recreational activity whatsoever, nor may any healthy trees be removed or lights installed in this zone without first obtaining express consent from the entire Board of Directors.

Suitable containers will be provided for refuse and debris. All persons will be responsible for seeing that they are used and that clean, wholesome appearance of the Club grounds is maintained at all times.

Fires are expressly prohibited on Club grounds except in those areas specifically designated for that purpose.

The interpretation and administration of the ground rules will be the responsibility of the Vice President Pool and Grounds. He may delegate, at his discretion, the practical application of these rules to the Pool Manager.

All cooking equipment must be confined to the designated cooking area.

There is every reason to expect that the Club will be a most desirable adjunct to the community, but your responsible cooperation is necessary to make it so. It is important that you be especially sensitive in respecting the rights and property of others in our community. Parents are requested to inform their children to observe the regulations and to obey the instructions of the Pool Manager and other employees. Failure to comply with the regulations will be considered sufficient cause for immediate suspension of pool privileges for the offending member, and can result in cancellation of membership.

Freedom Swim Club, Inc.

Harassment-Free Environment

Our Philosophy

The Club is committed to maintaining an environment in which all individuals are treated with respect and dignity. In keeping with this commitment, we will not tolerate harassment by anyone, including any manager, employee, contractor, vendor, member or visitor. We encourage you to report all information relating to harassment regardless of the title, stature or identity of the alleged harasser or alleged victim. Our commitment is to promptly investigate all complaints of harassment and to take effective and timely remedial action to stop such conduct from occurring. Anyone found to have engaged in harassment will be subject to corrective action, including expulsion or termination.

Definition of Harassment

Harassment consists of unwelcome conduct, whether verbal, visual or physical, that is based on an individual's protected status, such as sex, sexual orientation, race, color, ancestry, national origin, religion, veteran status, age, physical or mental disability or any other protected group status.

Sexual harassment, which is a specific type of harassment, consists of unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature when such conduct is severe or pervasive enough to render the Club intimidating, coercive, hostile or offensive to the reasonable person (sometimes referred to as hostile environment harassment).

Sexual harassment can occur between members of the same sex or the opposite sex. Examples include, but are not limited to:

1. Unwelcome sexual advances, propositions or innuendoes,
2. Demands for sexual favors,
3. Physical touching or any other unwelcome or offensive physical contact,
4. Unwelcome jokes, kidding or teasing,
5. Epithets, slurs or negative stereotyping,
6. Vulgar, offensive or obscene language or gestures,
7. Display of vulgar, offensive or obscene pictures, photographs or cartoons,
8. E-mails, telephone calls or voice-mail messages of a vulgar, offensive or obscene nature,
9. Verbal abuse,
10. Whistling, leering or staring in an offensive or inappropriate manner,
11. Commentary about an individual's body, sexual prowess or sexual deficiencies, and
12. Surreptitious taking of photos of a sexual nature by any means, including cell phone cameras

Those Covered by This Policy

This policy covers employees, members, independent contractors, vendors or visitors. You have a responsibility to conduct yourself in an appropriate manner and are encouraged to promptly report all information regarding harassment following the procedures outlined in the following sections.

Reporting a Complaint of Harassment

If you believe that you are being harassed, we encourage you to promptly notify the offender(s) that the behavior is unwelcome, harassing, and must stop immediately. While we encourage you to engage in such self-help to stop harassment, we also recognize that the facts of any particular situation may make such a confrontation uncomfortable or otherwise ineffective. In the event that you choose not to confront the harasser(s) directly, you should inform the Club Manager or Vice President, Administrative. If you witness or have information regarding harassment, we encourage you to report such information to the Club Manager or to the Vice President, Administrative. You

are encouraged to promptly report such claims or information so that we may conduct a prompt investigation and take effective remedial action to stop the harassment. While we will investigate all complaints of harassment, reporting complaints or providing information in an untimely manner may affect our ability to conduct a thorough investigation, thus affecting our ability to take effective remedial action.

Investigating All Harassment Complaints

The Board of Directors is responsible for overseeing harassment investigations, determining whether harassment has occurred, and deciding the appropriate level of corrective action for those who violate the policy. All complaints and information regarding harassment will be taken seriously and will be investigated promptly and thoroughly. We will take reasonable steps to conduct the investigation in a confidential manner. To the extent that the nature of the complaint and the investigation permits, only those involved in the investigation process, including the alleged harasser or any witnesses, will be informed of the alleged victims identity or the nature of the complaint. However, it is also possible that information regarding the complaint and the investigation will be revealed during the course of legal proceedings.

Retaliation Is Prohibited

Retaliation against any individual who makes a good faith complaint or provides any information regarding harassment, including participation in a harassment investigation, will not be tolerated. Any individual who engages in retaliation is in violation of this policy and will be subject to corrective action, including expulsion or termination. Complaints of and information regarding retaliation are subject to the same reporting, investigation and remedial procedures as harassment claims.

Remedial Action

At the conclusion of the investigation, both the alleged victim and the alleged harasser will be informed of the findings and intended actions to be taken. Individuals who are found to have engaged in harassment, retaliation or other inappropriate conduct will be subject to disciplinary action as explained in Article V., Section 1. (d) of the Club's bylaws, including expulsion or termination. If the investigation results in a finding that an individual falsely accused another of harassment or retaliation in a knowing or malicious manner or otherwise knowingly or maliciously provided false information during the course of the investigation, that individual will be subject to appropriate disciplinary action as explained in Article V., Section 1. (d) of the Club's bylaws, including expulsion or termination. While this policy sets forth our standards for promoting an environment that is free from harassment, it does not limit our authority or ability to discipline or take any other remedial action for conduct that we find to be inappropriate, regardless of whether that conduct meets the definition of harassment.

In Conclusion

We are committed to enforcing this policy in order to ensure that everyone is able to enjoy the Club in an environment that is free from harassment and retaliation.