

MGC General Code of Conduct

The Board of Directors of Monroe Golf Club, Inc. (the “Club”) desires the Club to be a place where its Members, guests and patrons can enjoy great golf, food, beverages, social events and friendships, and where its employees have a safe and comfortable work environment, all in a manner that is not disruptive or uncomfortable for others and that protects the Club’s interests. To further those goals, the Board has updated the MGC General Code of Conduct (which may be supplemented and/or amended from time to time) that applies to all Members, guests and patrons, and all Club Employees on or off duty concerning all activities while on Club property or while performing duties on behalf of the Club. While it would be impossible to list every conceivable type of unacceptable conduct, the Club’s General Code of Conduct is that all Club Members, guests, patrons, and all Club Employees are expected to behave and treat one another in a respectful and polite manner that would be normally expected in a private club, a first-rate public place of accommodation and/or in a place of employment. Disruptive behavior of any kind is not acceptable. Any photos or videos of Members, guests, patrons or Employees should only be taken, retained and used with permission and in a manner that is not harassing, embarrassing or inappropriate. The General Code of Conduct also includes general conduct policies and incorporates any existing or future policies directed specifically to Safety, Hygiene, Dress Code(s), Golf Course Etiquette, Golf Cart Operation, Clubhouse and Grounds Etiquette, Employee Handbooks or Manuals or other conduct policies. Employee Conduct also may include any existing or future specific rules, practices or policies adopted by their supervisors, Club Management or the Board of Directors.

No outside food or beverages are permitted to be brought onto or consumed on Club property except for special events approved by the Board consistent with applicable laws and ordinances. No smoking is ever permitted in the clubhouse or other buildings on Club property or near their entrances. While smoking outside is otherwise permitted, all smokers should do so in a manner that is safe, neat, and considerate to non-smokers.

All Club Members, guests, patrons, Club Officers, Board Members and Club Employees are required to comply with and follow all applicable laws and regulations. Club Employees, Members, guests and patrons shall not be subjected to any form of illegal harassment or discrimination, including that based on race, ethnicity, national origin, age, sex, religion, disability or any other protected class. Any unwelcome or unwanted physical touching, offensive or crude behavior, abuse or illegal harassment of any kind by anyone will not be tolerated. To avoid misunderstandings or uncomfortable situations, physical touching (except for typical business-like handshaking or assisting someone in an emergency) by Members, guests or patrons of Employees or by Employees of others is not permitted and shall not be tolerated by Employees. Discussion of sexual matters with, in the presence of, or by Employees is not permitted and shall not be tolerated by Employees.

All Members, guests, patrons, and all Club Employees are expected to dress in a suitable fashion for the event and time of the year and as set forth in any specific Dress Codes for the Clubhouse areas and/or the Golf Course. All Members, guests, patrons, and all Club Employees are expected to adhere to commonly accepted courses of conduct and etiquette expected on a private golf course and any specific Code(s) or Policy(ies) of Etiquette established for play or activities on the Golf Course or other Club facilities. All Members, guests, patrons and Employees are responsible for any damage to persons, the golf course, or property caused by them. Club Members are responsible for the conduct of their guests. Club Members who are also Employees shall be subject to Employee conduct standards while working and Member conduct standards in all other situations.

Any violation of a law, regulation, ordinance, Club Article, By-Law, Rule, Resolution, Code or Policy may result in appropriate corrective action, disciplinary measures, or sanctions as Club Management or the Board deems appropriate given the circumstances. Employees may be warned, restricted as to certain activities, put on probation, suspended or terminated for violations depending on the severity or number of incidents. Club Members may be warned, put on probation, or have their membership, privileges and/or activities restricted, suspended or revoked depending on the severity or number of incidents. Any Member, Employee, guest or patron not in compliance with this Code or other applicable laws or policies may be denied service and/or access to the premises. Those acting in violation of applicable law or causing harm or damage to persons or property also may be subject to liability and indemnification claims.

Any Member or Employee who becomes aware of a violation should report it to Club Management or directly to any Club Officer or any Board member. No Club Member, Officer, Board Member or Employee may retaliate in any way against someone for reporting or being the alleged victim of a purported violation of any Code or Policy governing conduct or violation of any law. Management and/or the Board will investigate, hear and respond or take actions to resolve all alleged violations or complaints and any appeals related thereto in a manner that is fair to all concerned while endeavoring to do so as confidentially and consistently as possible under the circumstances.