

### **6.3 - PROCEDURE TO LIMIT REPEATED INAPPROPRIATE BEHAVIOR BY BYC MEMBERS**

6.3.1 **(References)** Actions by the Board with respect to this policy are provided by the following:

- a. Bylaws 7.7 permits the Board to suspend membership of any member who has breached any terms of the By-laws or Regulations;
- b. Regulation 5.1.3 states: “*Serious or continuing breach of these rules will be referred to the Board of Directors for action, and may result in suspension or expulsion of the offending member.*”; and
- c. Regulation 5.3.5 states: “*Members on club property will not conduct themselves in a manner unbecoming a member, use unseemly language, behave improperly, or damage Club property*”

6.3.2 **(Policy)** In the instance of a member’s action post-serving indicates intoxication, the only practical means of limitation would appear to be discipline based upon past similar actions by the member.

6.3.3 **(Procedure)** The following procedure for handling such members shall be followed:

a. (Server’s Action) servers will report incidences of bar suspensions; belligerent behavior; unseemly language or not conducting themselves in unbecoming a member; to the General Manager. The General Manager will ensure that the following is recorded:

- (1) the member’s name;
- (2) the type of the infraction;
- (3) if known, the names of other members that were present at the time of the incidence; and
- (4) the date and time;

b. (General Manager’s Action) if there is any one serious incidence (such as fighting, damage to club or member’s property, and intimidation of staff or members) or more than three lesser types of occurrences (e.g. having bar service suspended due to intoxication) in any one calendar year, the General Manager will report the incidents to the Board;

c. (Board Action) the Board at that time and depending upon the severity of the incident may send a letter of reprimand to that member. The letter may include a suspension of membership privileges, including club property access, to that member for a period deemed fit for the incident; and

d. (Member’s Opportunity) the member will be provided an opportunity to be heard by the Board.

*(Approved BOD Meeting 160817 Item 5.5b)*