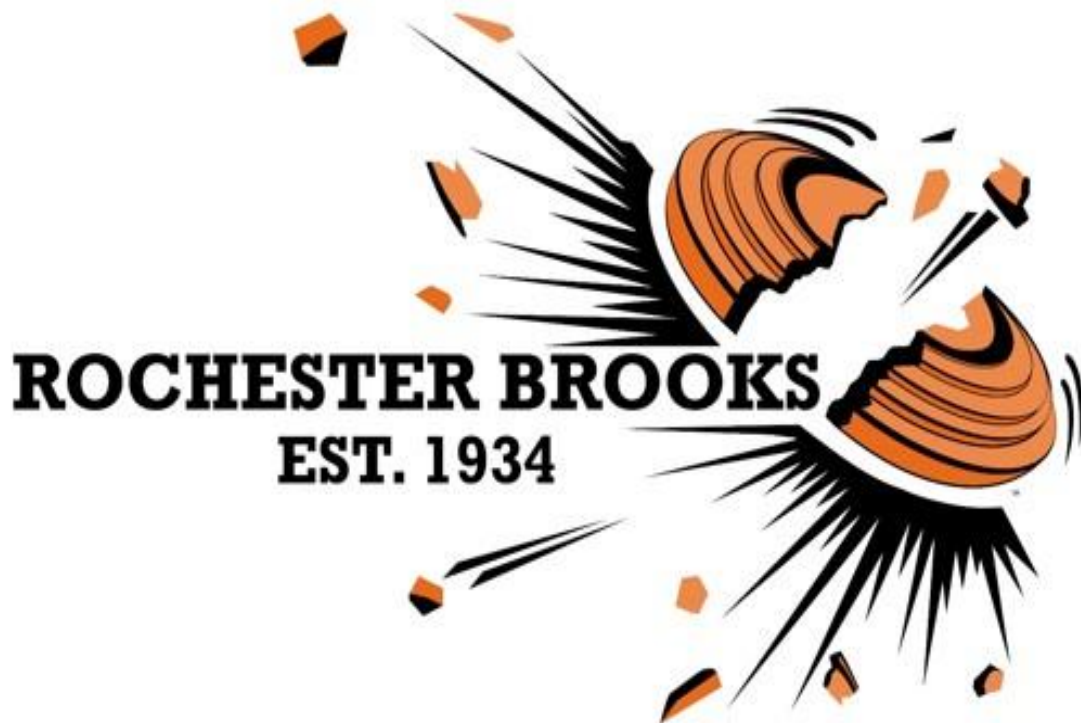


**Member Standards Committee
Member Code of Conduct
Guidelines for Compliance**



Fall 2021

Introduction

Rochester Brooks is committed to fostering and maintaining a climate of sportsmanship, respect for others, camaraderie and inclusion for all members, guests and employees. The Member Standards Committee is committed to assuring an understanding of the level of conduct expected at Rochester Brooks for the benefit of all Members, Guests and Employees.

Table of Contents

1. Member Code of Conduct

- a. What We Believe
- b. The Responsibility of the Club
- c. The Outcome we are Seeking
- d. What We Do

2. What We Do:

- a. The Club Member Standards Committee
- b. Committee Practices

What We Believe

Our Members

We treat each other with courtesy, dignity and respect.

We welcome, foster, and celebrate our diversity.

We rely on one another's good judgment to uphold a high standard of integrity for our Club.

We expect all members to abide by both the letter and spirit of our Code of Conduct

Our Employees

Our people are our most important asset.

Our employees and our members treat each other with courtesy, dignity and respect.

We emphasize teamwork to produce the best results.

We value our employees' knowledge, enthusiasm and spirit to serve our members.

We listen, understand and help them succeed.

Our Club

We manage our business with a spirit of ownership and entrepreneurship.

We are committed to "Incredible Customer Service"!

We stimulate creativity and embrace change.

The reputation of our Club is among our most prized assets.

Our values and success make Rochester Brooks a great place!

Embracing and abiding by these principles and shared values fosters harmony among the members and creates pride in the membership, thereby contributing to a positive market reputation of a highly desirable club to join and protecting the investment made by all members.

The Intent of the Code of Conduct and Compliance Guidelines

RBGC is a private Club organized for the benefit of its Members. In this environment, it is essential for all Members to behave in a civil, respectful and appropriate manner, consistent with membership in a top-tier private club. Respectful and courteous treatment applies not only to fellow Members, but also to employees as well as Board and Committee Members. Improper conduct by Club Members can damage the Club in at least three ways. First, misbehavior by one Member (or group of Members) can impair the ability of other Members to enjoy the rights and privileges of membership. Second, Member misbehavior can impair the Club's ability to attract and retain top-notch employees, who are the club's most important asset. Third, such misbehavior can damage the Club's good reputation, which in turn can be detrimental to its health.

The intent of the Club's Code of Conduct is to assure that these three important principles are always maintained. When a Member's behavior jeopardizes the Club's interests or violates the Club's Rules and Regulations or the standards of behavior, the Club will act promptly to address the violation. The Member Code of Conduct, Club Bylaws and Rules and Regulations, along with these Compliance Guidelines, are intended to set the appropriate standards for Member conduct.

The Responsibility of the Club

As a private Club, RBGC has the responsibility to maintain an environment that is safe, welcoming, respectful, harassment free and embraces inclusion of all members, guests, and employees. Bylaws, Rules and standards of conduct are designed to set standards and expectations of behavior. All Members promise to follow these when they join the Club. Each Member who joins the Club agrees to abide by the Bylaws of the Club and Rules and Regulations, which includes the Code of Conduct, as a condition of joining. The Club Bylaws contain provisions for a Member Standards Committee comprised of Club Members who, along with the Club Board and Management, help to maintain the standards of behavior in the Club. This is essential to maintaining the integrity of the Club and its governance.

The Outcome We Are Seeking

The Clubs Goal: To have a safe, fun, respectful and welcoming environment for members of all ages and backgrounds to enjoy!

What We Do

CLUB MEMBER STANDARDS COMMITTEE

The Member Standards Committee (MSC) is a standing committee of the Club Board of Directors. The MSC is chaired by a Member of the Board, as are all standing Club committees. The Members of the Committee consists of Members in good standing who have volunteered their participation, and generally serve for two years. All MSC Members sign and adhere to a Committee Member Code of Conduct that includes a provision that all proceedings of the MSC are held in strict confidence, both during and after their service.

Committee Practices

The MSC is governed by the Bylaws and has established various procedures and protocols to be followed in the Committee's execution of its assigned duties. These procedures and protocols, which are consistent with the practices of other private clubs throughout the country, include the following:

- All Members should sign and agree to the appropriate Membership documents;
- Rules and policies should be clear and well communicated;
- Rules should be applied in a fair manner through a process that is communicated to the Members;
- The Club should investigate every incident that is reported to it in a manner that is appropriate considering the nature of the incident.
- Members charged with a violation should receive appropriate notice and an opportunity to be heard;
- All disciplinary matters should be kept confidential; and
- The Club should regularly review and update the Rules and Regulations, the Code of Conduct, the Compliance Guidelines and the disciplinary procedures to ensure they are enforced and adjusted as necessary.