



A Service of Tulare Local Healthcare District

Policy Name:	Policy Enforcement & Membership Termination Policy
Policy Number:	
Version Number:	001
Approved by Board on:	
Scheduled review date:	

Purpose

Evolutions Fitness & Wellness Center (“Fitness Center”) is committed to providing a safe, respectful, and welcoming environment for all members, guests, volunteers, instructors, and employees. This policy establishes the procedures for enforcing facility policies and outlines the circumstances under which membership privileges may be suspended or terminated.

Policy

All members and guests are expected to comply with all Fitness Center policies, procedures, posted rules, membership agreements, and staff instructions. Failure to comply may result in disciplinary action, suspension of privileges, or termination of membership.

Authority to Enforce Policies

Fitness Center staff are authorized to:

- Interpret and enforce all facility policies and procedures.
- Address unsafe, disruptive, or inappropriate behavior.
- Require members or guests to immediately discontinue any activity that presents a safety risk.
- Require individuals to leave the facility for policy violations or disruptive conduct.
- Document incidents involving member misconduct.
- Recommend suspension or termination of membership privileges.

Management retains the sole authority to suspend or terminate membership except in situations requiring immediate removal for safety or security reasons.

Member Responsibilities

Members and guests are responsible for:

- Complying with all Fitness Center policies.
- Following staff instructions promptly and respectfully.

- Conducting themselves in a manner that promotes the safety and enjoyment of others.
- Using equipment and amenities safely and as intended.
- Respecting Fitness Center property and the property of others.

Members are responsible for the conduct of any guests, dependents, or minors participating under their membership.

Progressive Enforcement

Whenever appropriate, the Fitness Center may utilize, but is not required to, progressive disciplinary measures. Depending on the severity of the violation, one or more of the following actions may occur:

1. Verbal reminder or coaching.
2. Written warning.
3. Removal from a specific area or activity for the remainder of the visit.
4. Temporary suspension of specific privileges.
5. Temporary suspension of facility membership.
6. Permanent termination of membership.
7. Referral to law enforcement.

The Fitness Center reserves the right to bypass progressive discipline when circumstances warrant immediate action.

Immediate Suspension or Removal

A member or guest may be immediately removed from the facility or have privileges immediately suspended for conduct including, but not limited to:

- Violent, threatening, intimidating, or aggressive behavior.
- Physical assault or attempted assault.
- Harassment, discrimination, or bullying.
- Sexual misconduct or inappropriate physical contact.
- Possession of firearms, weapons, or dangerous objects, except as permitted by law.
- Theft, vandalism, or intentional damage to property.
- Use, possession, or distribution of illegal drugs.
- Being under the influence of alcohol or drugs in a manner that creates a safety risk.
- Refusal to follow staff instructions.
- Conduct that places the health or safety of others at risk.
- Repeated violations of Fitness Center policies.

Grounds for Membership Termination

Membership may be terminated for reasons including, but not limited to:

- Repeated violations of Fitness Center policies.
- Serious or intentional safety violations.
- Abuse or misuse of equipment or facilities.
- Harassment or abusive behavior toward members, guests, volunteers, contractors, or staff.
- Falsification of membership information.
- Unauthorized sharing or misuse of membership credentials.
- Theft or destruction of Fitness Center property.
- Failure to pay membership dues or fees in accordance with membership agreements.
- Conduct that is unlawful, unsafe or significantly disrupts Fitness Center operations (may also be referred to law enforcement).
- Failure to comply with membership agreements, waivers, or other required documents.

Investigation Process

When appropriate, management may investigate alleged policy violations by:

- Reviewing written incident reports.
- Interviewing members, witnesses, and staff.
- Reviewing available security camera footage.
- Reviewing relevant documentation.

During an investigation, membership privileges may be temporarily suspended if necessary to protect the safety of members or staff.

Notice of Suspension or Termination

The Fitness Center reserves the right to immediately terminate membership without prior notice when necessary to protect the safety and security of members, staff, or facility operations. Whenever practical, members will receive written notice of suspension or termination that includes:

- The effective date.
- The reason for the action.
- Any conditions for reinstatement, if applicable.

Appeals

A member whose membership has been suspended or terminated may submit a written request for review to Fitness Center management. Management will review the information submitted and issue a final decision, in its sole discretion. The decision of Fitness Center management shall be final.

Refunds

Termination of membership does not automatically entitle the member to a refund of membership dues or fees. Refunds, if any, will be determined in accordance with the Membership Agreement and applicable California law.

Non-Discrimination

This policy shall be enforced fairly, consistently, and without discrimination based on any protected characteristic under applicable federal, state, or local law.

Reservation of Rights

Evolutions Fitness & Wellness Center reserves the right to interpret, revise, and enforce this policy as necessary to maintain a safe, respectful, and efficient environment for members, guests, and staff. Nothing in this policy limits the Fitness Center's ability to contact law enforcement, emergency responders, or other governmental agencies whenever appropriate.