

# Washington County Sports Center, Inc.

## Member Policies and Guidelines

### Lifetime Membership Policy

Thank you for choosing Washington County Sports Center (WCSC) as your choice in community sports, fitness, and wellness education a 501c3 nonprofit public charity. We are dedicated to providing a positive and fulfilling experience, and we want to ensure that you fully understand the benefits and responsibilities of your membership. Please take a moment to review the details of our membership policy.

### Membership Fees

All new families joining our organization are required to pay a one-time joining fee of \$99. This fee helps support our mission and covers various operational costs, including insurance, electronic communication fees, maintenance, new equipment, and more. The great benefit of this membership is that once your family joins, you will always be considered a member of our organization, enjoying continued access to our programs and resources for years to come.

### Membership Benefits

As a valued member of WCSC, you are entitled to the following exclusive perks:

- **Merchandise Discounts** – Special offers on select days for members only.
- **Parent Perks** – Enjoy our waiting lounge featuring our WCSC TV broadcasts of classes and complimentary access to beverages.
- **Special Events Access** – As a member, you will have the opportunity to participate in exclusive events, such as Kids Fun Nights, Open Gym sessions, and Seasonal Camps. If you have an **Active Class participant** (a child currently enrolled in a class), you will receive exclusive invitations to special member-only events at **no cost or discounted rates**. In addition, you will receive a discount for up to **four additional family members**. If you have an **Inactive Class participant** (a child not currently enrolled in a class), you will still receive a discount for up to **four additional family members** for these events, but please note that the discounts **do not apply to actual classes**. This benefit is available to all members and is designed to make our events more accessible to your family while providing opportunities to enjoy WCSC activities at a reduced cost.
- **Birthday Party Booking** – \$30 discount for family members.

### Additional Terms

- **Promotional Offers:** All memberships purchased are final and non-refundable.
- **Leveling Up Fees:** Additional fees may apply for upgrading to higher levels, but these fees are optional.
- **Coaching Staff Meetings:** If you wish to meet with a member of the coaching staff, please contact Jack Anderson [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org) to schedule a meeting. We value the opportunity to address your needs and discuss ways to support your goals.

### Payment & Withdrawal/ Cancellation Policy

Welcome to Washington County Sports Center (WCSC)! We are excited to have you as a member and want to ensure a seamless experience. Please review and electronically approve the following payment details and class cancellation policy. By approving this policy, you authorize us to automatically deduct your monthly tuition payments from the payment method you provided on the first of each month. All charges will be processed by our payment vendor, **JackRabbit Pay**, and will appear on your bank or credit card statement as **Washington County Sports Center, Inc.** Payments will continue automatically unless you provide notice of class withdrawal/ cancellation in accordance with the terms outlined below.

## Payment Methods

All monthly tuition fees must be paid through automatic payments, using credit/debit cards or ACH (Automated Clearing House) transfers from checking or savings accounts.

## Billing Schedule

Tuition fees are automatically processed on the 1st of each month. If you would prefer to have your payment processed on a different date, you can manually submit your payment in advance by logging into your Member (Parent) Portal and selecting the "Pay Now" option.

## Declined Payments

If your payment is declined, you will be notified via email and/or phone and instructed to update your payment information. A **\$30 service fee** will be charged for bounced checks or insufficient funds. You have until the **10th of the month** to resolve any declined payments without incurring additional charges. If the payment is not received by this date, a **\$20 late fee** will be charged.

## Delinquent Accounts

If your payment is more than **30 days past due** and no payment arrangement has been made, your class enrollment will be canceled, and your spot will be opened for another member. To reinstate a canceled enrollment, all outstanding balances and late fees must be paid in full. Reinstatement is subject to class space availability.

## Payment Updates

It is your responsibility to ensure that your payment information is up to date. You can update your payment details through the **Member (Parent) Portal** or by contacting us directly.

## Refund Policy

**Refunds** are generally not available for partial months or unused services, except in cases of medical emergencies or other extenuating circumstances, as determined by management.

## Credit Card Dispute Resolution Fee

If a credit card dispute is filed and resolved in our favor, a **\$30 dispute resolution fee** will be charged to your account.

## Class Withdrawal/ Cancellation Policy

To cancel or withdraw, please email your cancellation request to [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org) at any time during the month. Once we receive your request, we will confirm it via email and document your Member Portal. Your final tuition will be due on the first of the next month, and your last class will be at the end of that month. Providing notice allows us to fill the vacant spot and helps ensure continued employment opportunities for our staff.

## Post-Cancellation

Upon cancellation, any promotional offers will be forfeited. Additionally, your spot in the same class is not guaranteed if you rejoin, and if there has been a price change since your cancellation, you will be subject to the new pricing structure. However, you will **not** incur a new joining fee if you rejoin. All outstanding balances must be paid in full before cancellation is processed.

## Member Responsibilities

You are responsible for maintaining accurate and up-to-date contact information to receive important notifications regarding your account. By using our services and facilities, you agree to comply with this class cancellation and payment policy and all terms and conditions outlined in the membership agreement.

## Privacy and Security

We prioritize the privacy and security of your financial information. All transactions are processed through secure, encrypted channels to ensure your data is protected.

By electronically approving this payment policy, you acknowledge and agree to abide by the terms and conditions outlined above.

# **Photo/Video Use Policy**

**Introduction** At Washington County Sports Center (WCSC), we are committed to showcasing the achievements and experiences of our members, particularly through images and videos. These media may be used in various marketing and promotional materials to highlight the vibrancy and success of our programs. By enrolling in our activities, you consent to the following Photo/Video Use Policy, which outlines how images and videos of your child may be used.

**Photo/Video Consent** By participating in our programs, you, as a parent or guardian, grant Washington County Sports Center, Inc. permission to capture and use your child's image, voice, or likeness in photographs, videos, and other digital media. These images may be used for:

- Marketing and promotional materials (including brochures, flyers, social media posts, and website content)
- Advertising campaigns
- Educational materials and presentations
- Internal use for program development and enhancement

**Use of Media** All photos and videos taken at our facilities or during our events are the property of Washington County Sports Center, Inc. and may be used at our discretion across various platforms. This includes but is not limited to:

- Our website
- Social media platforms (Facebook, Instagram, etc.)
- Marketing and promotional campaigns (printed and digital)
- Event highlights and feature videos

**WCSC TV Broadcast by Band** Please be aware that during our live broadcast, your child's image may be visible to other participants' families. While these broadcasts are private and accessible only to the families of the participants in the same class, WCSC cannot restrict the visibility of your child's image during these live streams.

## **Rights and Limitations**

- **No Compensation:** You and your child will not receive any compensation or royalties for the use of your or your child's image or likeness.
- **Control Over Use:** While we make every effort to respect your privacy, please note that once images are captured and published, we have limited control over their subsequent distribution or sharing on public or private platforms.

**Opt-Out Option** If you do not wish for your child's image to be used in any marketing, promotional, or social media materials, please notify us in writing via email at [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org). Please note that this opt-out will not apply to **WCSC TV Broadcasts**, where your child's image may still be visible to participating families.

**Legal Compliance** Washington County Sports Center, Inc. complies with all applicable state and federal regulations concerning the use of personal images, in accordance with Wisconsin state law. This policy is designed to ensure the protection of your rights and those of your child.

**Acknowledgment** By participating in our programs and activities, you acknowledge that you have read, understood, and agree to the terms of this Photo/Video Use Policy.

## **Assumption of Risk, Waiver, and Release of Liability**

In consideration of participation in gymnastics, other sports, and family educational events at **Washington County Sports Center, Inc.** ("WCSC"), the undersigned parents and/or legal guardians, as well as participants, acknowledge and agree to the following terms:

### **Acknowledgment of Risks**

By signing this agreement, you acknowledge and fully understand that participation in gymnastics, sports, and family educational activities at Washington County Sports Center, Inc. involves inherent risks, both known and unknown, that cannot be entirely

eliminated regardless of the precautions taken. These risks may range from minor injuries to catastrophic consequences, including but not limited to:

- **Minor injuries** such as cuts, bruises, sprains, strains, and contusions.
- **Fractures, dislocations**, and other bone and joint injuries, including but not limited to wrist, ankle, and shoulder fractures.
- **Soft tissue injuries** such as muscle strains, ligament sprains, tendon injuries, and overuse injuries.
- **Head injuries** including concussions, skull fractures, and traumatic brain injuries.
- **Spinal injuries** including fractures or sprains, nerve damage, and in extreme cases, paralysis.
- **Fatal injuries** as a result of a catastrophic fall, improper technique, or a failure of equipment or facilities.

USA Gymnastics and other governing bodies acknowledge that gymnastics and sports in general present significant risks to participants. According to **USA Gymnastics**, gymnastics is "an inherently dangerous sport" and despite all safety measures and precautions, injuries can and do occur. Furthermore, activities such as tumbling, balancing, and vaulting are physically demanding and carry risks inherent in the sport's progression.

All activities—whether gymnastics, other sports, or educational events—carry risks of injuries resulting from both individual error and environmental factors. These include risks from:

- **Falls** from apparatuses such as bars, beams, and vaults, or while performing floor exercises.
- **Collisions** with other participants or obstacles.
- **Equipment failure** including improperly maintained mats, balance beams, or other apparatuses.
- **Overexertion** leading to dehydration, exhaustion, and strain-related injuries.
- **Improper technique**, either by the participant or lack of supervision, leading to incorrect execution of movements.
- **Inexperience** of the participant or instructor, contributing to improper progression or unsafe activity.
- **Environmental factors** such as temperature extremes, humidity, and lighting conditions in the facility.

Despite all safety measures, there are risks that remain unavoidable in sports participation. Even experienced athletes can suffer severe injuries due to the nature of the sport. It is important to acknowledge that these activities involve physical contact, high-impact actions, and repetitive physical exertion that can result in long-term or permanent injury.

## **Voluntary Assumption of Risk**

I/We voluntarily assume all risks associated with participation in gymnastics, sports, and educational activities at Washington County Sports Center, Inc. This includes known and unknown risks, whether caused by the negligence of Washington County Sports Center, Inc., its agents, employees, volunteers, or others, or any other cause.

By choosing to participate in these activities, I/we accept full responsibility for the consequences of any injury or loss that may occur, including but not limited to those mentioned above. I/we understand and agree that Washington County Sports Center, Inc. cannot and does not guarantee my/our safety during participation.

## **Injury Reporting Requirement**

For the safety of all participants and staff, it is required that **any injury**, whether sustained **onsite** at Washington County Sports Center, Inc. or **offsite** during related activities, be **logged** through the Washington County Sports Center (WCSC) Phone App.

This procedure ensures that all injuries are tracked appropriately for both the safety of the member and the staff. It is essential for maintaining a safe environment and addressing any patterns or risks related to injuries in our programs. All members and guardians are empowered to use the WCSC Phone App to log incidents quickly and efficiently. Failure to report injuries may delay proper care and violate safety protocols.

## **Release of Liability**

To the fullest extent permitted by law, I/We hereby release, waive, and discharge Washington County Sports Center, Inc., its officers, directors, employees, agents, representatives, affiliates, volunteers, and other associated individuals ("Released Parties") from any and all claims, demands, liabilities, actions, or causes of action arising out of or related to any injury, damage, or loss, including death, sustained by the participant or any property damage, arising from participation in any activity at Washington County Sports Center, Inc., regardless of whether caused by the negligence of any Released Party or otherwise.

I/We understand that this release applies to all claims and causes of action, including those arising from the inherent risks of the activity as well as any negligence by Washington County Sports Center, Inc., its employees, or agents.

## **Indemnification**

I/We agree to indemnify, defend, and hold harmless Washington County Sports Center, Inc., and the Released Parties from any and all claims, demands, damages, costs, and expenses, including attorney's fees, arising out of or related to the participant's involvement in activities at Washington County Sports Center, Inc., regardless of whether caused by the negligence or misconduct of Washington County Sports Center, Inc. or others.

This indemnification includes, but is not limited to, any claims for medical treatment, personal injury, property damage, and any resulting costs from participation in any of our activities.

## **Membership Requirements for Competitive Team Members**

For participants who wish to compete in gymnastics or other competitive sports events, an annual membership with the **Amateur Athletic Union (AAU)** organization or with **USA Gymnastics** may be required, depending on the type of competition. However, no specific membership is required for general participation in non-competitive programs. Team members are encouraged to select the membership that best suits their goals, with any other recognized competition body.

## **Safe Sport and Reporting Safety Concerns**

Washington County Sports Center, Inc. is committed to maintaining a safe environment for all participants. We recognize the importance of having a SafeSport policy and actively encourage participants and parents to report any safety concerns, misconduct, or violations of policies. Everyone involved in our programs is responsible for contributing to the safety and integrity of our activities.

If you observe unsafe conditions or behaviors, we ask that you report these immediately to a staff member or via our official communication platforms.

We will act promptly and thoroughly to investigate any concerns and ensure the safety of all participants. If there is an immediate safety hazard, it is important to notify staff immediately.

## **Insurance Considerations**

Washington County Sports Center, Inc. is a **nonprofit organization**, and while we carry liability insurance to protect against certain incidents, we strongly advise participants to carry their own personal health insurance to cover any medical expenses resulting from injuries that may occur during participation in any activities at the Center.

By participating, I/We acknowledge that Washington County Sports Center, Inc. cannot be held financially responsible for medical or other expenses incurred as a result of injuries sustained during participation.

## **Marketing and Inaccuracies**

Washington County Sports Center, Inc. is committed to accurate and transparent marketing materials. Should there be any inadvertent inaccuracies in promotional materials, we reserve the right to correct them as needed. We value our community's trust and will strive to make timely and fair corrections to any miscommunication.

## **Legal Compliance and Governing Law**

This Agreement is governed by and construed in accordance with the laws of the State of Wisconsin. By participating in the activities, you consent to comply with all applicable regulations, including those set forth by USA Gymnastics, SafeSport, and other governing bodies, as appropriate.

## **Acknowledgment and Consent**

By electronically signing this agreement, the undersigned acknowledges that they have read, understood, and voluntarily agree to the terms and conditions outlined in this Assumption of Risk, Waiver, and Release of Liability.

The undersigned understands that by signing this agreement, they are giving up substantial legal rights, and voluntarily assume all risks associated with participation in the activities.

## **Acknowledgment**

I/We acknowledge that I/we have carefully read and fully understand the terms of this Agreement. I/we voluntarily agree to its terms

and understand that by signing this Agreement, I/we are giving up substantial legal rights. I/we further acknowledge that no oral representations, statements, or inducements apart from the foregoing written agreement have been made.

## **Communications Policy**

At Washington County Sports Center, Inc. (WCSC), we are committed to ensuring that our members are kept informed about all the exciting programs, special events, and important updates within our community. Clear and effective communication is essential for providing the best experience for all participants, and we utilize various platforms to connect with our members in the most convenient and reliable ways.

### **Communication Channels**

To keep our members up-to-date, we will utilize the following communication methods:

- **Email:**

We will communicate directly with our members via email from [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org). Additionally, emails may be sent through our member management platform, **Jackrabbit**, from the address Washington County Sports Center, Inc noreply@jackrabbittech.com to ensure important program details are received.

- **Group Text Messages- No Reply:**

We will send group text messages regarding urgent updates, reminders, and time-sensitive information from the number **920-315-3403**. Please ensure that this number is saved in your contacts to help avoid confusion with other numbers. Thanks

- **Band App:**

Band will serve as our **primary Communication Hub** for all community updates, announcements, and interactions. This platform allows us to share real-time information with all our members and encourages engagement through posts, events, and notifications. <https://band.us/n/a7acA8bfc8Zes>

- **WCSC Mobile App:**

We have developed our very own mobile app **WCSC Community Sports**, available for download on both the **Apple App Store** and **Google Play Store**. This app provides a centralized location for program schedules, event updates, news, and more.

### **Best Way to Communicate with WCSC**

We offer several ways for members to contact us with questions, concerns, or feedback. The best ways to communicate with Washington County Sports Center, Inc. are:

- **Email:** Directly contact Jack Anderson, Executive Director, at [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org) for inquiries related to programs, membership, or any other concerns.
- **Band App-** Send a private Chat.
- **Phone/ Text:** You can reach us at **262-216-7544**
- **Website:** Visit our website at [www.wcsportscenter.org](http://www.wcsportscenter.org) for detailed program information and more.
- **Secured Mailing Service Address:** For official communications, please send mail to:  
Washington County Sports Center, Inc.  
1366 East Sumner Street PMB 44, Hartford, WI 53027

## Spam Folder & White-listing

We understand that, at times, our communication may end up in your **spam or junk folder**. To ensure you receive all important information promptly, we recommend that you:

- **White-list our email addresses** by adding [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org) and [noreply@jackrabbittech.com](mailto:noreply@jackrabbittech.com) to your email contacts or trusted senders list.
- Regularly check your spam or junk folders to ensure that no important updates have been missed.

## Acknowledgement of Communication Methods

By enrolling in our programs or acknowledging this policy, you agree to receive communications from Washington County Sports Center, Inc. through the methods outlined above. You are also responsible for ensuring that your contact information is up-to-date so that you don't miss out on important updates. This includes email, text messages, Band notifications, and app alerts.

## Updating Communication Preferences

If you ever wish to adjust your communication preferences or update your contact information, please access your **Member (Parent) Portal** and make the necessary changes. This ensures that we have the correct contact details to continue sending you relevant updates.

## Family Engagement and Volunteer Support Policy

### Purpose

Washington County Sports Center relies on the active participation of our families to drive the success and growth of our organization. We encourage families to engage with our mission through volunteering on committees, supporting events, and assisting with daily operations. This policy highlights how families can contribute their time, skills, and resources to strengthen our community.

Washington County Sports Center invites all families to support our mission through volunteerism. Families play a central role in our operations, and their involvement is key to our success. We provide opportunities for families to contribute, whether through committee participation, event support, or other areas that align with their interests.

It's important to note that, as a nonprofit, Washington County Sports Center has no owners. It is operated by a Board of Directors, who are volunteers elected to serve two-year terms. **The true "owners" of the organization are our members—families like yours—whose engagement makes all the difference.** Your involvement helps us thrive and grow, creating an inclusive, welcoming environment for all families.

### Volunteer Opportunities

Families can contribute in the following ways:

- **Committee Participation:** Join committees that support fundraising, event planning, outreach, program development, and marketing.
- **Event Support:** Assist with planning, setup, promotion, and staffing events throughout the year.
- **General Support:** Donate goods or services, offer professional skills, or provide mentorship to other families.
- **Ad-hoc Volunteering:** Help with seasonal camps, special projects, administrative tasks, or logistical support.

### Volunteer Expectations

We ask volunteers to:

- **Commit** to responsibilities and notify the organization if unable to fulfill them.
- **Communicate** regularly with committee to ensure alignment on tasks.
- **Collaborate** respectfully with others to create a positive, inclusive environment.
- **Adhere to the organization's** code of conduct, maintaining professionalism in all interactions.

### Volunteer Recognition

We value our volunteers and show appreciation through:

- Acknowledging volunteers at events
- Providing recognition certificates
- Featuring volunteers in newsletters and social media
- Hosting appreciation events

## How to Get Involved

Families interested in volunteering can contact Jack Anderson [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org) or complete the volunteer form on our WCSC Phone App or find additional information on our website [www.wcsportscenter.org](http://www.wcsportscenter.org).

## Conclusion

The success of Washington County Sports Center depends on the active involvement of our families. By contributing your time, skills, and resources, you help us continue to grow and fulfill our mission. Thank you for supporting our organization and community.

## Conflict Resolution and Arbitration Policy

### Purpose

The purpose of this policy is to provide a clear and fair process for resolving conflicts that may arise between members, volunteers, staff, and the Board of Directors of Washington County Sports Center (WCSC). We are committed to maintaining a positive and collaborative environment for all members and stakeholders, and this policy aims to resolve disputes in a constructive and respectful manner.

### Policy Statement

Washington County Sports Center recognizes that conflicts may occur in any organization. To ensure that these conflicts are addressed in a timely, fair, and professional manner, the organization has established this Conflict Resolution and Arbitration Policy. The Board of Directors is committed to facilitating the resolution of conflicts in a way that fosters understanding and mutual respect.

### Conflict Resolution Process

#### 1. Informal Resolution:

Before escalating a conflict, parties involved are encouraged to address the issue informally. This may involve:

- Direct communication between the individuals involved in the conflict.
- A meeting facilitated by a neutral third party (e.g., staff or board member).
- An open, respectful discussion of the issues to find a mutually agreeable solution.

#### 2. Formal Resolution:

If informal resolution is unsuccessful, the issue may be escalated to a formal process. Steps include:

- Submitting a written complaint to the Board of Directors or Executive Director outlining the nature of the conflict, the parties involved, and any efforts made to resolve the matter informally.
- The Board of Directors will review the complaint and schedule a meeting with the involved parties to discuss the issue.
- The Board will then work to mediate the conflict and propose a solution. The decision will be documented and shared with all parties involved.

### Arbitration Process

If the conflict remains unresolved after the formal resolution process, the following arbitration process will be initiated:

#### 1. Selection of an Arbitrator:

The Board of Directors will appoint an impartial third-party arbitrator who is experienced in conflict resolution. This arbitrator will not have any direct relationship with the parties involved in the conflict.

#### 2. Arbitration Hearing:

- The arbitrator will schedule a hearing to gather information from all parties involved in the dispute.
- The arbitrator will review the details of the conflict, any supporting documentation, and the attempts made to resolve the issue.
- The hearing will provide each party an opportunity to present their perspective.



### 3. **Final Decision:**

- After the hearing, the arbitrator will make a binding decision to resolve the conflict.
- The decision will be communicated in writing to all parties and to the Board of Directors.

## **Expectations During Conflict Resolution**

- **Respect and Professionalism:** All parties involved are expected to engage in the conflict resolution process with respect, professionalism, and a willingness to find a fair solution.
- **Confidentiality:** All discussions and proceedings related to the conflict resolution process will be kept confidential to protect the privacy of all parties involved.
- **Timeliness:** Conflicts should be addressed promptly. We aim to resolve disputes in a timely manner to avoid prolonged issues and ensure that the organization remains focused on its mission.

## **Conclusion**

Washington County Sports Center is committed to maintaining a healthy and collaborative environment. By following the conflict resolution and arbitration process, we ensure that all conflicts are addressed fairly and that our organization continues to operate smoothly, with the best interests of all members, staff, and stakeholders in mind.

## **Membership Suspension and Revocation Policy**

### **Purpose:**

This policy aims to establish clear guidelines regarding the suspension or revocation of memberships for reasons related to non-payment of dues or inappropriate behaviors. As a nonprofit organization dedicated to serving the best interests of children and our community, we strive to create an inclusive, respectful, and supportive environment for all members. This policy ensures fairness and accountability while upholding our core values of respect, responsibility, and community spirit.

### **1. Non-Payment of Class Tuition Dues**

#### **A. Membership Suspension Due to Non-Payment**

- Memberships that require regular dues or contributions must be paid in full by the due date specified in the membership agreement.
- If a member fails to pay the required dues within 30 days of the due date, their membership may be suspended until payment is received.
- The organization will make reasonable efforts to contact the member to remind them of the overdue payment and/ or setup payment arrangements before suspending their membership.

#### **B. Membership Revocation for Extended Non-Payment**

- If a member's dues remain unpaid for more than 90 days after the initial suspension, the membership may be revoked.
- Once revoked, the individual will lose all privileges associated with membership, including access to programs, events, and services, unless they reapply for membership and pay any outstanding dues.

#### **C. Exceptions**

- In cases of financial hardship, members may contact the organization to discuss alternative payment arrangements. The organization will consider these on a case-by-case basis, with the goal of maintaining the individual's membership in good standing.

### **2. Revocation Due to Behavior**

#### **A. Expectations of Member Behavior**

- Members are expected to act in a respectful, inclusive, and responsible manner at all times, both within the organization and in the broader community.
- The organization maintains a zero-tolerance policy for behaviors that disrupt the safety, well-being, or inclusion of others, including but not limited to:
  - Verbal or physical abuse
  - Harassment, bullying, or discrimination
  - Substance abuse or intoxication while participating in programs
  - Theft, vandalism, or other illegal activities
  - Any behavior that contradicts the organization's core values or mission

## **B. Reporting and Investigation of Inappropriate Behavior**

- Any member, volunteer, staff member, or community participant may report inappropriate behavior to the organization.
- Reports will be taken seriously and investigated promptly. The organization will provide due process to the member involved by allowing them an opportunity to respond to allegations before any action is taken.

## **C. Consequences of Inappropriate Behavior**

- Depending on the severity of the behavior, the organization may take one or more of the following actions:
  1. **Warning:** A verbal or written warning will be issued outlining the inappropriate behavior and a clear expectation of improvement.
  2. **Suspension:** A temporary suspension of membership privileges may be implemented, with the individual required to meet specific conditions for reinstatement (e.g., apology, behavioral training, etc.).
  3. **Revocation:** If the behavior is severe or repeated, the individual's membership may be permanently revoked. Revocation may be accompanied by a ban from attending specific events or accessing certain services.

## **D. Appeal Process**

- Members who face suspension or revocation due to inappropriate behavior have the right to appeal the decision.
- The appeal must be submitted in writing within 14 days of the suspension or revocation notification, stating the reasons for appeal.
- An appeal review panel will be formed, consisting of members of the leadership team, and the final decision will be communicated to the member within 60 days

## **3. Reinstatement of Membership**

### **A. Membership Reinstatement after Suspension**

- Members whose memberships have been suspended for non-payment or minor behavioral issues may request reinstatement once the issue has been resolved.
- Reinstatement will be contingent on the individual fulfilling any outstanding requirements, including payment of dues or completing behavior correction programs.

### **B. Membership Reinstatement after Revocation**

- Members whose memberships have been revoked for serious or repeated offenses may not be eligible for reinstatement.
- Any request for reinstatement after revocation must be submitted in writing, and the organization will review it on a case-by-case basis.

## **Transparency and Communication**

- The organization is committed to maintaining transparency in all membership actions.
- Any decisions regarding suspensions or revocations will be communicated clearly to the involved member(s), providing them with the reasons for the action taken.

## **Final Notes**

- This policy is designed to ensure fairness and maintain a safe and respectful environment for all participants.

- We encourage open communication between members and leadership and will make reasonable accommodations to support all individuals in maintaining a positive and active membership with the organization.

By adhering to this policy, we strive to uphold our mission of providing the best possible service to children and the broader community, fostering a space where every member feels valued and respected.

## **Community Employment and Volunteer Opportunities Notice**

At **Washington County Sports Center, Inc.**, we are committed to strengthening our community and providing meaningful opportunities for individuals to engage in work that makes a difference. As a nonprofit organization, we offer both **paid employment** and **volunteer opportunities** that allow community members to contribute their time, skills, and expertise in support of our mission.

### **Paid Employment Opportunities**

We are proud to offer paid employment positions that allow individuals to work in a dynamic and impactful environment. Our employment opportunities provide competitive wages, professional development, and the chance to work alongside a passionate team dedicated to making a positive change in the lives of children and families.

### **Volunteer Opportunities**

In addition to paid roles, we also offer a variety of volunteer opportunities. Volunteering with **Washington County Sports Center, Inc.** is a great way to give back to the community, gain new skills, and support our efforts in providing programs and services that benefit the people we serve. Whether you have a few hours to spare or wish to engage in a longer-term commitment, your contributions make a real difference.

We encourage community members of all backgrounds to get involved and help us create a positive impact. To learn more about available positions or volunteer opportunities, please visit our website at [www.wcsportscenter.org](http://www.wcsportscenter.org) or contact our Executive Director, **Jack Anderson**, at [jack@wcsportscenter.org](mailto:jack@wcsportscenter.org).

Together, we can continue to build a stronger, more vibrant community for all.

## **Acknowledgment**

By submitting your electronic signature below, you acknowledge and accept the terms outlined in the following:

1. **Membership Terms and Conditions**
2. **Payment and Cancellation Policy**
3. **Photo/Video Use Policy**
4. **Assumption of Risk, Waiver, and Release of Liability**
5. **Safe Sport and Reporting Policy**
6. **Communication Preferences**
7. **Family Engagement and Volunteer Support**
8. **Conflict Resolution and Arbitration Policy**
9. **Membership Suspension and Revocation Policy**
10. **Community Employment and Volunteer Opportunities Notice**

You also acknowledge that you understand and agree that certain restrictions apply to communications, media use, and membership rights. If you have any questions or concerns, please reach out to us via the contact methods listed above.

### **Final Electronic Acceptance:**

- By checking the box or clicking "Accept," you confirm that you have read, understood, and agree to the terms and conditions, as well as any amendments that may be made in the future. You further acknowledge that by electronically accepting these terms, you are legally bound to the policies set forth by Washington County Sports Center, Inc.

## **Disclaimer**

Washington County Sports Center (WCSC) reserves the right to modify, update, or change any of its policies at any time, without prior notice. While we strive to be transparent and ensure that all policies are clear and accessible to our members, certain changes may be made in response to organizational needs, legal requirements, or other unforeseen circumstances. Any such changes will be communicated as promptly as possible. If a policy is updated, the new policy will be required to be viewed and approved by members through their Member (Parent) Portal. Some restrictions may apply depending on the specific policy or situation. Members are encouraged to regularly review the policies to stay informed of any updates or adjustments.

V12/26/2024