



## MEMBERSHIP EXPECTATIONS, REQUIREMENTS, AND CODE OF CONDUCT

Membership in the Port Dover Senior Centre is governed by the organization's constitution, by-laws, and policies and procedure documents. Together, these documents create a thorough set of membership expectations, requirements, and code of conduct guidelines.

Complete copies of all governing documents are available on portdoverseniors.ca. Members are able to familiarize themselves with the complete by-laws, policies, and procedures at their own discretion.

Please read the following expectations and then sign the document to demonstrate your awareness and acceptance of the Port Dover Senior Centre's membership conditions.

### MEMBERSHIP

- a) All members will be treated with dignity, respect, and fairness by all other members and their guests.
- b) All members must be 50 years of age or older.
- c) All members will be subject to the regulations of the constitution and by joining the club will be deemed to accept these regulations and codes of practice that the club has adopted.
- d) Memberships will be general. Anyone interested in serving on the board of directors or committees must be members in good standing.
- e) A membership roster will be maintained by the board.

### MEMBERSHIP DUES

Membership dues for 2023-2024 are as follows:

The basic membership fee will remain the same at \$50.

Fees will be attached to our fitness and yoga programs in order to cover the cost of delivering them. Starting April 1, 2023, in addition to your basic membership fee, yoga and fitness will require an additional participation fee. Yoga *or* fitness will be \$120 for the membership year; that's just \$2.50 per week.

An unlimited fitness *and* yoga membership will be \$200 for both; that's just \$4 per week. This is a significant change yet an outstanding value compared to other options in the community, and it's geared specifically for seniors. Memberships will run from April 1st to March 31st. Any renewals paid after September 1, 2023 will be half price.

### ZERO TOLERANCE FOR HARRASSMENT, BULLYING, AND VIOLENCE

Port Dover Seniors Group believes in the prevention of harassment, bullying and violence and promotes a violence-free organization in which all people respect one another and participate together to achieve the mission of the organization. Port Dover Seniors Group is committed to taking all reasonable steps to ensure the health, safety and dignity of all members, conveners and board members in its organization. Members, conveners and board members have the right to participate in a safe and respectful environment, free of violence. Any act of organization violence

committed by or against any member, convener, board member or visitor to/of Port Dover Seniors Group, is unacceptable conduct that will not be tolerated.

### **CONFLICT AND DISPUTE RESOLUTION**

The Board may suspend or terminate the privileges of membership in the Group of any member for conduct which in its opinion disturbs the order, dignity, business or harmony, or impairs the good name, popularity, good will or prosperity of the Group or of any of its members or of willfully transgressing the rules of the Group.

It is necessary to ensure all members are treated fairly and equally with dignity and respect. Therefore, the following steps must be taken before such suspension or termination action can be taken. All discussions and communications, whether verbal or written, pursuant to these provisions must be regarded as private and confidential for all parties involved.

When the behavior of a member, participant, convener or board member is such that there has been a breach of trust that is not reparable, the board has the right after following appropriate steps of review to terminate the person(s) membership or association to the Port Dover Seniors Group.

The Port Dover Seniors Group is committed to:

- a) investigating reported incidents of organization harassment, bullying and violence in an objective and timely manner;
- b) taking any necessary action to respond to those incidents;
- c) providing support for complainants; and;
- d) proactively assessing the risk, or potential risk, of organization violence.

### **FALSE ACCUSATIONS**

Any malicious or vexatious complaint or act will be subjected to appropriate disciplinary measures, including termination of membership.

### **NO REPRISALS**

All persons involved in the complaint process will ensure that the complainant is neither penalized nor subjected to any reprisals as a result of making a complaint. Disciplinary action will be taken against any person who takes any reprisal against a person who reports organization violence. Anyone who submits a complaint in good faith, even where the complaint cannot be proven, has not violated any policy.