

## **CPYC Policies, Rules and Regulations Revised 8/11/2023**

### **Anti-Discrimination and Harassment Policy**

The club's commitment to equal employment opportunities and the value of diversity is an essential part of its business practices and principles. Our compensation program, as well as our hiring, training, and promotion policies, reflect our dedication to equal employment opportunities. The club values diversity in its work force and, as an affirmative action employer, is active in the employment of minorities, women, veterans, and persons with disabilities.

The club strongly disapproves of discrimination and harassment based on race, color, age, religion, national origin, disability, gender, sexual orientation, or marital status. The club will not tolerate sexual harassment, including unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature in the workplace. Harassment in any form-verbal, physical or visual-is strictly against club policy and may result in disciplinary action. Sexual harassment includes, slurs, threats, derogatory comments, unwelcome jokes, sexual advances, and any other similar verbal or physical conduct.

If an employee believes he/she has been discriminated against or subjected to sexual harassment in the workplace, they should bring it to the attention of the club manager.

The following is a compilation of the existing CPYC rules and regulations that have been established over the years for three basic reasons: the safety and protection of the members and their families; the preservation of the clubhouse and its facilities; and the consideration of other members and our neighbors.

### **These rules and regulations will be posted online, in the clubhouse, on the pier and on the deck per order of the Board of Directors**

1. The CPYC buildings and Pilot House deck are designated as smoke free as stipulated in the Club bylaws Article IX: Section 7. Use of all tobacco products including the use of e-cigarettes and other inhaled combustibles shall be prohibited.
2. Parking is allowed only in designated areas; Fire lanes must be kept clear so that fire equipment can get to the club should an emergency arise. Parking in restricted areas may result in parking fines or towing.
3. Do not park too close to neighborhood driveways and street corners. We need to be considerate of our neighbors and fire trucks must have room at corners to turn if necessary.
4. No glasses are to be taken from the bar to the pier or PH deck where they can be easily broken. Plastic cubs are available for drinks outside the clubhouse.
5. Children 12 years or younger must wear lifejackets when on the pier and floats (per Coast Guard regulations).

6. Footwear and shirts are required while in the clubhouse or PH deck. Wet bathing suits while in the clubhouse are prohibited. Bare feet on the pier or floats are prohibited to prevent splinters or cuts.
7. There shall be no running on the pier or in the clubhouse. In addition, wheeled footwear, skateboards, and roller blades are prohibited as they pose a potential danger to riders and others. Bicycles and electric scooters are to be stored in the rack provided by the Westerly gate and not inside the clubhouse.
8. Ball playing of any kind is prohibited in the clubhouse.
9. All pets are prohibited from being in the clubhouse or on the PH deck. Pet owners are required to pick up after their animals in the parking lot and on the head pier and must keep their animals always leashed while on club property.
10. Due to the regulations of the Club's Liquor License, only alcoholic beverages purchased at the club may be consumed on the head pier, in the clubhouse or on the PH deck. You cannot bring your own alcohol from your boat up to the head pier or into the clubhouse.
11. All outside food is prohibited in the clubhouse (the Pilot House, and the Pilot House Deck) while the Club's kitchen is open. Outside food is also prohibited in the Westerly when the Westerly is being serviced by staff during kitchen hours. Outside food is allowed in all areas outside of Club kitchen hours.
12. Trash from boats must be placed in the parking lot dumpster, not left on the pier. (Please make sure you use appropriate bin for trash and recycling - black lid is for trash, yellow lid is for recycling).
13. Diving or jumping from the clubhouse roof, outside stairs or head pier is prohibited.
14. Gasoline, oily rags, paint, or any other inflammable material are not to be stored in any CPYC locker.
15. The Westerly gate heading to the head pier should never be propped open and is to always remain locked. Entry for members is through your membership card or key fib.
16. A non-member guest may be invited to the clubhouse only once in each 30-day period.
17. Members of reciprocating Yacht Clubs are welcomed anytime to the club if arriving by boat and must check in with the club Wharfinger or Club Manager upon arrival by presenting current proof of membership to a reciprocating club. Members of reciprocating clubs arriving via land are limited to one visit every thirty days and must present current proof of membership to a reciprocating club. All visits are limited to the Pilot House, and if operating, the Pilot House Deck, the Westerly Dining room, or the Sunset Bar. All visiting members must sign the visitors log located in the Pilot House.
18. The spouse or domestic partner as stipulated in the Club bylaws of a Social Member may not visit the club unless accompanied by the social member. The spouse or domestic partner of a Social Member may not bowl in Club bowling leagues.

19. If asked by a club employee or club management, all members must present their current membership card. If asked, members may not be discourteous to a club employee and may face disciplinary action as stipulated in the club bylaws; article IX: section 3 and section 5.
20. Use of the Club grill is available for members only and for club sponsored functions.
21. Children under 18 are permitted in the Pilot House under the following conditions:
  - A. Children are permitted to only eat at the tables in the Pilot House, on the Sun Deck or the Westerly with a parent or a supervising adult (member). The adults must sit at the same table as the children. This rule does not apply to Youth Associates.
  - B. Children under 18 are only allowed in the Pilot House while dinner is being served. (Most nights 9 pm, some 10 pm) You must come in before the kitchen closes but will be given ample time to enjoy your dinner before having to leave. No entry in the Pilot House is allowed to anyone under 18 once dinner service ceases.
  - C. Per Massachusetts general Laws, no one under 21 may sit at the bar at any time.
22. Use of the gym is for members (including Youth Associates), eligible spouses and member children between the ages of 16 and 18 (if accompanied by the member). Social spouses and their children may not use the gym unless accompanied by the Social Member. Except for Youth Associate members, all children under 16 are prohibited from using the gym.
23. Any child of a regular member who turns 18 and is NOT a Youth Associate, is no longer able to use any of the clubs' facilities without being accompanied by the member.
24. The policy of the CPYC Directors is that unsigned or anonymous letters received will not be reviewed at any board meetings. If a member feels strongly about an issue, he/she should sign their letter, send an email, or make an appointment to meet with the board.