

**Rafael Racquet Club
Member Guidelines
Member Directory
2024**

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General Information

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info@rafaelracquetclub.com
@rrcmembers

Management Team

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Head Tennis Pro	Mike Downs mdowns@rafaelracquetclub.com 415-302-7974
Aquatics Director	Buffy Patterson bpatterson@rafaelracquetclub.com 415-456-1153
Café Manager	Jeremy Clemens jclemens@rafaelracquetclub.com
Facilities Manager	Patrick Mendenhall pmendenhall@rafaelracquetclub.com

Office Hours are 9am-5pm daily.

Pool, tennis court, gym and clubhouse hours vary with season.

Associate Tennis Professionals

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Administration + Member Services

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Erick Esteban

Cesar Shannon

Henry Walsh

Maintenance

Jonathan Lem

Luis Gonzalez

Carlos Rodriguez

Fatima Rodriguez

RRC Governance

RRC is governed by a five-member Board of Directors. Board members are elected by the membership to alternating two-year terms, with no limits on the number of terms that can be served. Supporting committees exist for tennis and, occasionally, for aquatics. Both the Board and committees operate under the terms of the RRC By-Laws.

The Board's directive is to set the Club's long- and short- term financial goals, while ensuring the operational success of the Club. Committees act to support, provide feedback for, and assist in planning with the tennis and aquatics departments.

Members are welcome to engage in Club governance either by direct participation (joining a committee or the Board) or by attending the open meetings.

2023-2024 Board of Directors

- Jon Freudman (President)
- Michael Wear (Vice President)
- Tom Underdown (Treasurer)
- Iain Anderson (Secretary)
- Michelle Nardone (Tennis Liaison)

RRC Past Presidents

1975-1976	John Malone
1976-1977	Barbara Fernbacher
1977-1978	Hy Gravitch
1978-1979	Robert Gex
1979-1980	Dollie Eger
1980-1981	John Deignan
1981-1982	Hy Gravitch
1982-1983	George Fernbacher
1983-1984	Jovita Kerner
1984-1985	Paul Gaenger
1985-1986	Sally Nichols
1986-1987	Brian Mahoney
1987-1988	Rob Rowley
1988-1989	Connie Rodgers
1989-1990	Lyle Cowen
1990-1991	Joe Harrington
1991-1993	Bob Huntsberry
1993-1994	Tim Hutchinson
1994-1995	Larry Townsend
1995-1997	Barbara Mahoney
1997-2000	Geoff Bill
2000-2003	Bill Johnson
2003-2005	Tom Latinovich
2005-2006	Shana Pierre
2006-2010	John Myers
2010-2015	Jay Ginwala
2015-2020	Tom Graves

Code of Conduct

The Club has established this Code of Conduct to protect the Club and to promote the health, safety, welfare and enjoyment of the members, their families and guests and all other persons using the Club facilities. The Board may amend this Code from time to time, and publish supplemental “House Rules” which explain, restate, and augment the following Code. Such “House Rules” are to be considered part of this Code of Conduct.

Members should not solicit other members for business that is competitive with services provided by the Club.

The destruction or vandalism of Club property is strictly prohibited.

Members should feel free to constructively voice concerns or dissatisfaction at any time either in writing or in person to the member(s) of the respective committees serving the Board of Directors, the General Manager or directly to the Board of Directors.

Under no circumstances should there be any public discussion relating to employees, compensation and/or employment matters. Criticism by a member of an employee’s job performance is to be directed to the General Manager or Club President.

Under no circumstances should members harass employees or other members.

Personal harassment is conduct or comments which are intimidating, threatening, demeaning or abusive and is behavior which is known or ought reasonably to be known as unwelcome.

Harassment Prevention/Non-Discrimination Guidelines

The Club is committed to providing an environment free of unlawful harassment. In keeping with this objective, the Club maintains a strict policy prohibiting unlawful harassment, including harassment based on any of the following categories: race, color, national origin, ancestry, sex/gender (including gender identity, gender expression, pregnancy, childbirth, and related medical conditions), sexual orientation, age (40 and

over), religion/religious creed (including religious dress and grooming practices), physical or mental disability, medical condition, genetic characteristics/information, marital status, registered domestic partner status, military and veteran status, or any other status protected by applicable state or federal law, or local ordinance. Employees, applicants and unpaid interns are also protected if they associate with a person who is, or is perceived to be, in one of those classifications. All such harassment is prohibited.

The Club's policy prohibits all members and employees (including co-workers, supervisors, and managers) from engaging in harassment whether directed toward members, employees or non-employees with whom the Club has a business, service or professional relationship.

Prohibited behaviors include, but are not limited to, the following:

Verbal conduct: e.g., suggestive, insulting, or derogatory comments, epithets, innuendoes, sounds, jokes, teasing or slurs based on any of the above categories, and sexual propositions or threats.

Physical conduct: e.g., assault, impeding or blocking movement, or any unwanted physical contact or interference with normal work or movement, including touching, pinching, or brushing the body, when directed at an individual because of any of the above categories.

Electronic postings & visual conduct, e.g., e-mails, text messages, blog or social media website postings, suggestive objects, pictures, letters or drawings; also, such actions as leering, whistling or obscene gestures based on any of the above categories.

Unwanted sexual advances: threats, bullying, or demands to submit to sexual requests as a condition of continued employment, or to avoid some other loss, and offers of employment or some other contract benefits in return for sexual favors.

Retaliation for having reported or threatened to report harassment.

In particular, sexual harassment is defined as any unwelcome sexual advances, requests for sexual favors and other verbal or physical conduct of a sexual nature which (1) has been made either explicitly or implicitly a term or condition of an individual's employment; (2) is used as a basis for

employment decisions such as promotions and benefits affecting such individual, or (3) substantially interferes with an individual's work performance or creates an intimidating, hostile, or offensive working environment. For example, it is unlawful for males to sexually harass females or other males, and for females to sexually harass males or other females.

In addition, conduct based on any of the categories listed above, or any other characteristic protected by law, is not appropriate for the workplace and is prohibited, regardless of whether an individual makes a complaint of prohibited behaviors.

To avoid any actual, inferred, or the appearance of inappropriateness, conflict of interest, favoritism, or possible harassment, all personal relationships beyond those of professional courtesy between members and employees are strictly prohibited. This specifically applies to romantic relationships, and other relationships which may interfere with an employee's loyalty to the Club or his/her ability to fulfill all job responsibilities assigned.

The Club encourages members to report any incidents of behaviors forbidden by this policy immediately so that complaints can be quickly and fairly resolved.

Complaint Procedure

Any member who believes they or an employee have been subjected to prohibited behaviors should report the facts of the incident or incidents, the names of the individuals involved, and the names of any witnesses to the Club President or the General Manager. The report can be made in person, via email, or via a direct call the Club President or General Manager at the Club office. The preferred procedure is to submit a complaint in writing. No member need fear any reprisal for reporting prohibited behaviors.

After a report is received, the Club will conduct a fair, impartial, timely and thorough internal investigation that provides appropriate due process, given the individual circumstances of the complaint, and reaches reasonable conclusions based on the evidence collected. The

investigation may include individual interviews with the parties involved and, where necessary, with individuals who may have observed the alleged conduct or may have other relevant knowledge. Confidentiality will be maintained throughout the investigation process to the extent consistent with adequate investigation and appropriate corrective action. If the Board of Directors reasonably concludes, after investigation, that a violation of this policy has occurred, effective remedial action will be taken in accordance with the circumstances involved. Any member who has been found by the Board of Directors to have violated this policy will be subject to discipline. Discipline may range from a warning, suspension, or expulsion.

The Board President will notify the complaining individual in a timely manner of the outcome of the investigation and any action taken to correct the situation.

House Rules

1. Members, their families, their guests, and all persons using the Club facilities shall abide by these Club Rules as it may be amended from time to time.
2. The personnel of the Club, or designated agents, have full authority to enforce this Code and report any infractions to the management of the Club and/or the Board of Directors.
3. Members are required to submit changes to their current information to the Assistant Manager in a timely manner. Because Club communications are primarily electronic, it is essential for members to provide accurate email addresses to the main office.
4. The Club facilities shall be open on the days and during the hours as may be established by the Club. (RRC is closed on New Year's Day, Easter, Thanksgiving and Christmas Day. We close at noon on Christmas Eve and New Year's Eve. RRC operates under normal hours on every other holiday.) Areas of the Club may also be closed for scheduled maintenance and repairs. The Club reserves the right to close the Clubhouse to hold private events from time to time.
5. Adult members (over age 21) are permitted to drink their own alcoholic beverages on the RRC premises in a responsible manner.

6. Smoking/vaping on RRC grounds is prohibited at RRC.
7. Club bulletin boards are for the promotion of Club events, notices, etc. Commercial advertisements shall not be posted or circulated without prior consent of the General Manager.
8. As a courtesy to other members, cell phones should be turned to vibrate or turned off while at the Club. The use of cell phones is not permitted in the clubhouse, fitness room, locker rooms and courtside (while court is in use).
9. Dogs or other pets are not permitted at the Club. Service animals are permitted.
10. Automobiles parked on Club property must be parked within designated parking areas.
11. In no event shall the Club discriminate against any individual because of the individual's race, color, religion, sex, national origin, age, sexual orientation, physical challenge or marital status.
12. Members are expected to act with civility in both word and deed toward one another.
13. Membership entitles the member and immediate family to use the Club facilities. The immediate family includes the spouse or significant other (who lives at the same residence) and the children living at the same residence. Children of members lose Club privileges after reaching their 22nd birthday. A child who remains living at home after the 22nd birthday may apply for Club privileges as a Jr Associate until their 30th birthday.

Member Dues and Charges

1. A member is entitled to charge privileges at the Club so long as his or her membership is in good standing.
2. All food, beverage, merchandise, and services of the Club charged to the members' Club account will be billed monthly and each member's Club account shall be due and payable prior to the 25th day of each month.
3. EFT withdrawals are made on the full balance of the members' account on the 12th of each month (or the nearest business day).
4. A 1.5% finance charge is applied to all late balances.
5. Any membership account that becomes 60+ days overdue will be required to pay the balance in full and go on Electronic Funds

Transfer (EFT) payments within 30 days of receiving notice. If the member fails to supply the information necessary to sign up for EFT service, the Club shall have the right to suspend membership privileges or terminate membership entirely.

6. The Club shall have the right to suspend membership privileges or terminate membership in the presence of any account 60+ days overdue.
7. Errors in billing charges should be directed to the attention of the Assistant Manager.

Member Rentals

1. Members are encouraged to use the Club facilities for private functions as available. Inquiries must be made in the main office.
2. Any member sponsoring such a private function assumes full responsibility for the conduct of guests, any damages and for the full payment of charges.

Cancellations

1. The Club requests that any cancellation for services be made no less than 48 hours in advance; in some cases, a cancellation fee may apply.
2. Some programs or events require more cancellation; please check with your teacher or program director.

Resignation of Membership

1. Subject to the provisions of the membership agreement, a member may resign membership in the Club by delivering (in person, by mail or email) written notice to the Club's GM. Letters of resignation must be received at least 30 days in advance. Any outstanding account balances must be paid prior to resignation.
2. This same policy applies to placing a membership on Inactive Hold.

Loss or Destruction of Property

1. Members and their guests assume sole responsibility for their property. The Club shall not be responsible for any loss or damage to any private property used or stored on the Club facilities. This includes automobiles parked in the Club parking lot.

2. No person shall remove from the Club any property or furniture belonging to the Club without proper written authorization. Every member or guest of the Club shall be liable for any property damage caused by the member, his or her guest or any family members. The cost of such damage shall be charged to the responsible member's account.

Children

RRC is dedicated to providing family-oriented programs and providing an environment where children are welcome to enjoy many Club activities and amenities. Our membership has diverse interests within the Club, making it critical for adult members to be responsible for their children's behavior and understand the age limits on supervision or when a child should be accompanied by adults. 'Accompanied' is defined as within view of parents or guardians and in close enough proximity that the parents or guardians can monitor behavior at all times.

1. Children under the age of 14 are not permitted to enter the Club facility without an accompanying and supervising parent or responsible person at least 16 years of age.
2. Children under the age of 14 must be accompanied and supervised by a parent or responsible person at least 16 years of age when using the tennis facilities unless cleared by a Club manager.
3. Children aged 10 and under must be accompanied and supervised by a parent or responsible person at least 16 years of age when using the pool. This person must be on the pool deck at all times with the child.
4. Children aged 11-13 must be accompanied and supervised by a parent or responsible adult at least 16 years of age when using the pool. If a lifeguard is on duty, the supervising adult need only be on the property, not on the pool deck.
5. Adults have priority on Courts 1-6 at all times. Courts 7-9 are equal priority courts.
6. Children under the age of 14 are not permitted in the locker rooms unsupervised. There are outdoor showers and changing rooms for this purpose.

7. Children aged 10 and under are not permitted in the fitness room. Children aged 11-18 may use the fitness room only after completing a fitness orientation. Children ages 11-13 must be accompanied and supervised by a parent or responsible adult at least 16 years of age or older while in the fitness room.
8. Members are responsible for the conduct and safety of their children when at the Club. Members are responsible for any damage to Club property caused by their children or guests of their children.
9. Babysitters are welcome at RRC as a free guest to the family so long as their primary purpose for accompanying the children is as a care-giver. Babysitters must sign-in upon arrival.

Dress Code

It is expected that members will dress in a manner befitting the activity in which they are engaged. It is also expected that members shall advise their guests of our dress requirements.

1. Tennis Court Dress Code: Athletic attire only. It is not acceptable to wear jeans, sandals, tank tops (men), or other non-athletic attire. Please test shoes; they need to have non-marking soles.
2. Pool Dress Code: Swimsuits required in the pool. No street clothes.
3. Fitness Room Dress Code: Athletic attire only. It is not acceptable to wear jeans, sandals or flip-flops, tank tops (men), or other non-athletic attire. No strong perfumes.
4. Clubhouse Dress Code: Shirts and shoes are required. No wet bathing suits.

Guest Privileges

A full listing of guest policies can be found in the Guest Policy section.

1. All guests must be accompanied by the member and registered at the front gate.
2. Charges for any goods or services will be charged against the sponsoring member's Club account or may be paid by the guest

with cash. The sponsoring member shall be responsible for all charges incurred by the guest.

3. The sponsoring member is also responsible for the conduct of a guest while at the Club.

Discipline

1. Members are responsible for their own conduct and for the conduct of their family members and guests. Any member whose conduct or whose family's or guest's conduct shall be deemed by the Club to endanger the welfare, safety, harmony or reputation of the Club or its members, may be reprimanded, fined, suspended or expelled from the Club and have all privileges associated with membership suspended or terminated by the Club. The Board of Directors shall be the sole judge of what constitutes improper conduct, but improper conduct will include, without limitation:
 - a. submitting false information on the membership agreement
 - b. failing to pay any amount owed to the Club in a proper and timely manner
 - c. failing to abide by the Code of Conduct as set forth herein and as established by the Club from time to time
 - d. abusing fellow Club members or employees
 - e. any criminal acts involving Club property.

Waiver of Liability

All RRC members sign a waiver and release of liability for themselves and their minor children when applying for membership and/or will sign an updated release in the course of membership. A copy of the waiver and release of liability available in the main office.

Food Minimum Policy

All members are required to spend \$60 per quarter on food services at the Club. Unless this amount is spent on Club food services (tax not included) during each quarter, the full sum or unspent balance will be added to the member's statement at the end of the quarter.

We follow a calendar year quarter system:

January-March

April-June

July-September

October-December

The office will publish a list each week during the last month of each quarter (March, June, September, December) with the total amount spent at the café by member number. Members can obtain their member numbers from the main office any time.

Guest Policy

The inviting member assumes full responsibility for the guest who must observe all rules of the Club. Further:

1. Daily rate: \$5/kids, \$10/adults, charged to the sponsoring member's account.
2. All members must register their guests upon arrival at the club.
3. Dining-only guests are free. Any activity other than dining at the café will result in a guest fee.
4. Members may bring no more than 6 guests to the Club during any one visit. Should your guest count exceed 6, you will be charged the party rate of \$15/person. (If you'd like to host more than 6 guests, please inquire with the office.)
5. No person may be a guest at the Club more than two times per month.
6. A guest must be accompanied by the inviting member.
7. A bona fide house guest of a member is extended membership privileges, provided that the house guest is related to the hosting member and that the normal residence of said guest is outside Marin County. The house guest must register with the GM prior to arrival at the Club. (1-2 people, \$30/week, 3-5 people, \$50/week)
8. Only guests over age 18 may use the fitness room.
9. Babysitters are welcome at RRC as a free guest to the family so long as their primary purpose for accompanying the children is as a care-giver. Babysitters must sign-in upon arrival.
10. Babysitters coming to the Club in an *unpaid capacity* are considered a guest and must be accompanied by the hosting member. Guest fees will apply. Live-in au pairs may use the Club up to two times per month without their hosting member.
11. Grandparents may bring (non-member) grandchildren to the Club up to 6 times per month. Guest fees apply.

Hosting guests at the RRC is a privilege for members. Guest Policy infractions will result in a \$25 penalty fee.

Tennis Guidelines

General Rules

- Members shall wear proper tennis attire at all times.
- Members must observe the rules of tennis etiquette whether on or off the court. Players and spectators shall not interfere with the progress of a game by loud conversation, noise, movement, or any other activity which would distract the players.
- No food or drink on the courts.
- No spray sunscreen on the courts.
- No other games or activities are permitted on the courts, with an exception on court 9 for basketball and pickleball (limited hours).

Court Sign Up & Reservation

- Members shall sign up for courts on a first-come, first-served basis through the online reservation system no more than two days prior to the play date.
- Members are limited to one reservation per day (unless court availability allows for more).
- Court time is 1 ¼ hours or 1 ¾ hours, unless altered by Club staff.
- Members may not reserve a second court while completing court time on another; nor may they sign another member's name to a court.
- You must take the court assigned to you at check-in. Any changes must be approved by staff.
- Ball machine use is limited to 1 ¼ hours on courts 1, 4, and 5 only. Regular play (singles or doubles) has priority over ball machine use after the first 30 minutes. Children must be supervised when using the ball machine.
- Clinics, team practices and matches may reserve court time in advance.
- Tournaments and Club socials may take up to 9 courts at GM discretion, with advance notice to the membership.
- Tennis professionals may sign up for instructional courts in advance and operate under specific scheduling guidelines set by the Club.

Rain and Wet Courts

Members can call the Club daily, starting at 7am, for a “court report” on wet court conditions. The RRC staff does everything possible to dry courts after the rain has ended. We cannot guarantee dry courts under any circumstances.

When rain begins, members are expected to:

- Vacate the courts as soon as possible. Courts can be slippery when wet and thus, dangerous.
- Take any Club tennis balls inside immediately. (Ball machines, baskets, etc.)
- Confirm cancellations of instructional activities with their teacher. The main office cannot cancel or confirm lessons.
- Matches take priority on newly dried courts.
- Members who assist in drying courts will have priority for that court and can request extended play time from the office.

Tennis Equipment

RRC keeps tennis equipment available for its members’ use. The equipment includes ball mowers, ball machines, ball carts and other items.

To prevent damage to the equipment and the court surfaces, members are expected to treat the equipment with care and caution.

Additionally:

- Children may not handle the equipment without proper adult supervision.
- RRC does not permit the use of ball hoppers on the courts.
- Ball machines cannot be used in rain (or mist).

Pool Guidelines

Pool Facility and Equipment

1. The BBQs are for the shared enjoyment of the entire membership. Please keep the space clean and clear when not in use. BBQ tools are provided in the lower cabinets. No reservations.
2. The diving board is open only when two or more lifeguards are on duty. Additional rules apply and are posted at the diving board.
3. The fire pit is available for use after 5pm daily upon request. Strict child supervision is expected. Members may not:
 - Leave clothes or towels on the fire pit
 - Roast food other than marshmallows
 - Walk or stand on the fire pit walls
4. Adult members have priority on the lawn furniture and all users are expected to use it appropriately.
5. Diving blocks are only to be used by the swim team or trained adults.

Pool Rules

1. Children under the age of 14 are not permitted to swim without an adult on premises. Children under age 10 must have a parent/guardian on the pool deck.
2. **Poor swimmers, non-swimmers or children supported by flotation devices (“unassisted* swimmers”), must be supervised by an adult in the water.**
3. All children under age 3 or not potty trained must wear a swim diaper and nylon covers while swimming in the RRC pools. Both items can be purchased from the front entry booth.
4. All swimmers must wear proper swim attire. No street clothes.
5. No glass on pool deck.
6. No diving in 5 feet of water or less.
7. No running.
8. No flips.
9. No backward entry into the pool.
10. Children who cannot swim unassisted* may not use the diving board.
11. The wading pool is for the exclusive use of children 5 years of age and younger, and only when accompanied by a responsible adult.

Kickboards and large toys are not permitted. A full list of rules is posted on the baby pool wall.

12. Extra-large or mattress type flotation devices are not permitted.
13. Adult swim is for adults only.
14. Persons may not hang on the lane lines.
15. Adults have priority on lawn furniture.
16. Lifeguards and RRC staff have the authority to enforce these and other pool rules necessary to keep swimmers safe.

**An unassisted swim consists of a child leaving the wall, swimming 10 feet, taking a breath and returning to the wall. An RRC lifeguard will administer this test if the parent/guardian wishes to let the child swim unaccompanied.*

Pool Scheduling

1. Some lanes are available for reservation online. Check the calendar.
2. The RRC pool schedule specifies program and class times, as well as designates priorities for certain activities. When priority is given to an activity, this means that the space is open for all, but gives priority to swimmers engaged in that particular activity.
3. Lifeguards are on duty daily in the summer and weekends in the shoulder seasons.
4. Please refer to the Pool Party Guidelines when planning a visit with more than 6 guests.

Clubhouse Guidelines

1. Children must be supervised in the clubhouse. Children may not use loud voices, run, or play with tennis balls. No wet bathing suits. Shirts and shoes required.
2. The clubhouse is available to Club members for evening rental (Fridays, Saturdays, and Sundays). Please contact the office for more information.
3. RRC provides full tea and coffee service for its members and guests. Children are not permitted to dispense the hot water or coffee.
4. Club communications are done primarily through email.
5. Volume must be kept at a reasonable level, set at staff member's discretion. Members may:
 - a. Turn on TVs any time
 - b. Watch anything that would be considered G or PG (check rating by pressing info if unsure)
 - c. Sports only on bar TV

Locker Room Guidelines

The locker rooms are considered quiet spaces, and members and their guests are expected to conduct themselves accordingly.

1. Amenities provided for the members are to be used sensibly.
2. When using the locker rooms, children under age 14 are expected to be supervised:
 - a. No running or horseplay
 - b. No shouting
 - c. Supervised use of amenities (hair and body products, hairdryers, swim suit dryers, etc.)
3. Personal belongings must be kept in lockers or cubbies, not in changing stalls or on benches.
4. Lockers are available for rent; inquire at main office. Day use lockers must be cleared each day.
5. Conserve water please; keep showers short.

Fitness Room Guidelines

Personal Training

Sessions are available throughout the year by appointment with an RRC staff trainer. We do not permit outside trainers/coaches to work with our members in the fitness room.

Etiquette and Rules

- Towels are provided at the entry for use in fitness room only (limit of 2 per visit).
- Do not wear perfume in fitness room.
- No food or drink other than water.
- Limit the use of cardio equipment to 20 minutes when others are waiting.
- Cell phone use is strongly discouraged in the fitness room.
- Athletic attire required. No sandals.

Safety

- All members are encouraged to complete a safety training with a personal trainer before using the fitness room.
- Guests under the age of 18 are not permitted in the fitness room.
- Members should immediately stop any activity that causes extreme stress or safety concerns.

Minor Access to Fitness Room

1. Members under age 18 may only use the fitness room if the minor has completed a safety orientation by a certified trainer, and the parent signs the applicable form. Free safety trainings are available. (A list of approved users will be kept in the main office.)
2. Members ages 11-13 who meet the above requirements must have on-site adult supervision (either in the room or seated on the fitness patio) while they are exercising.
3. Members under age 11 are not permitted in the room.

Member Directory

This directory is for the express use of Club members. No portion may be used or reproduced for mailing lists, advertising, or any purpose not specifically related to Rafael Racquet Club activities.

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mrabta@yahoo.com

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