

COHO Fitness Center Code of Conduct

(Approved March 16, 2016 by the COHO Board of Directors)

While using the Commerce Occupational Health Organization (COHO) Fitness Center, all COHO members and daypass users (collectively “users”) are required to abide by the COHO Fitness Center Code of Conduct. The Code of Conduct includes behaving in a manner consistent with maintaining the rights of others, the state of the facilities and the equipment, and complying with all conduct requirements applicable to Federal employees. Any violation of the COHO Fitness Center Code of Conduct is subject to appropriate response, including immediate expulsion from the Fitness Center at the discretion of onsite staff and/or suspension or termination of COHO membership upon a majority vote of the COHO Board of Directors.

Users using the Fitness Center must at all times wear appropriate clothing (including shoes except as otherwise allowed by Center staff such as at yoga class), conduct themselves properly, and follow all instructions of Fitness Center staff and posted signs. No food or beverages, other than water or sports drinks, shall be consumed inside the Fitness Center. No glass bottles are allowed inside the Fitness Center. All users are encouraged to report any improper use or conduct to the onsite fitness staff.

1. **Respect for Others:** Users must at all times show respect for others present on the premises in their conduct, language, clothing and cleanliness. Disrupting or interfering with the workout of another user is not allowed. Profanity is not allowed.
2. **Sexual Harassment:** Sexual harassment is prohibited by applicable federal law. The U.S. Equal Employment Opportunity Commission (EEOC) defines “sexual harassment” as involving unwelcome sexual advances, requests for sexual favors and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person’s sex. For example, it is illegal to harass a woman by making offensive comments about women in general. Both victim and the harasser can be either a woman or a man, and the victim and harasser can be the same sex. Behaviors that constitute sexual harassment can be either verbal or physical, or both.
3. **Safeguarding Clothing and Personal Equipment:** Users are responsible for safeguarding all of their personal property (*e.g.*, cellphones, jewelry, wallets and purses) that is brought to the Fitness Center. Any valuables brought to the Fitness Center should be placed in a locker that is secured with a lock. No clothing or personal property may be left in the Fitness Center unless it is kept in the user’s locker. Any personal items left overnight may be subject to disposal.
4. **Personal Hygiene:** Observe proper personal hygiene by showering regularly (including after your workout), wearing clean clothing and using deodorant.
5. **Equipment:** Fitness Center equipment must be used in a safe and proper manner at all times. Please consult a Fitness Center staff member if you have any questions about use of equipment. Fitness Center equipment may be used only inside the Fitness Center and users may not remove any equipment from the Fitness Center. Equipment should be returned to its proper storage location or placed in its pre-workout condition (*e.g.*, remove and re-rack weights) after use.

6. **Safety:** Fitness Center staff is present on-site to ensure the safe use of all equipment. Fitness Center staff is the final arbiter of what constitute safe use of the Fitness Center and its equipment. Users must comply with any safety-related requests made by Fitness Center staff.
7. **Maintaining Gym Equipment:** Paper towels and spray bottles of disinfecting cleaner are provided in the Fitness Center for wiping down equipment after use. Please be considerate and leave the equipment you use clean, not sweaty. Put dirty towels in the hamper after use.
8. **Classes:** Group exercise classes are offered at the Fitness Center. Class sizes may be limited by equipment availability and/or room size. Users arriving more than five minutes after class begins will not be admitted.
9. **Instructors:** A user who participates in an instructed class must be respectful of the instructor and other participants. The instructor may require a user to leave the class if, in the opinion of the instructor, the user's conduct or language undermines or inhibits the instructor's ability to lead the class.
10. **Check-In:** Upon entering the Fitness Center, each member is required to check-in on the computer. Daypass users must check-in with a Fitness Center staff member at each visit.
11. **Regulations Subject to Change:** These regulations are subject to change at any time. The current regulations will be posted in the Fitness Center and on the Fitness Center website