General Rules and Policy Manual

Italia-America Bocce Club

Version 1 – July 2025

Version 2 – September 2025

Version 3 – December 2025

Version 4- March 2026

Version 5 – September 2026

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Introduction

This manual is a compilation of the Rules and Policies of the Italia-America Bocce Club (IABC) of St. Louis, Missouri. These specific documents have been proposed by either the General Membership of the Club or by members of the Board of Directors (Board) and Officers. They have been discussed by the Officers and the Board, voted on and passed by the necessary majority.

These General Rules and Policies are designed to ensure the continued use of the Club and its facilities in the pursuit and promotion of the game of Bocce, and the use and enjoyment by its members of the many social and fraternal events held at the Club. In addition, these facilities are used to foster ties with the local community through charitable works and events hosted by the Club and its members.

The various Policies and Rules are in general compliance with the Club's By-Laws and, if necessary, will be modified at such times as the By-Laws are amended to comply with the current version of the By-Laws.

From time to time, these rules and policies may be amended or new rules or policies may be added as they are passed by the Board of Directors.

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Rules and Policies

Sponsoring New Members

You must be a member in good standing for one (1) or more years, before you will be allowed to sponsor any new member.

Printed in newsletter 2/14/22

Club Facilities Rental

You must be a member in good standing for six (6) months before you are eligible to rent the dining room or courtside.

11/7/22

Electioneering

Employees are not allowed to wear any clothing endorsing or disparaging any candidates running for either Director or Officer while working at the Italia-America Bocce Club.

Motion made by Paola Brush 2/19/2023

Passed by General Membership 2/19/2023

Cap on Membership

Effective October 9, 2023, the membership of the IABC will be limited to 650 members. A waiting list will be established. New applicants will be placed on the waiting list according to the submittal date of their application.

Motion made by Board October 9, 2023

Passed by Board October 9, 2023

Read to General Membership October 29, 2023

Members Under Suspension and Inactive Members

Any member of the Italia-America Bocce Club who is under suspension or in an inactive status are not members in good standing, and do not have any of the rights or benefits of members in good standing, including being present on property owned by Italia-America Bocce Club or being present at Italia-America Bocce Club sponsored events.

Rule Approved by Majority Vote of the Board

Board and Officer Requirement to Sign NDA

All newly elected Board members must execute the non-disclosure agreement in order to be eligible to serve on the Board of Directors for the Italia-America Bocce Club. Any Board member who has been elected prior to the effective date of this rule must execute the non-disclosure agreement in order to participate in any Board meeting. A copy of the non-disclosure agreement to be executed is included in the General Rules as Appendix A.

Rule Approved by Majority Vote of the Board

Youths in the Bar Area

Anyone over the age of 18 may sit at the bar and bar tables. Youths between the ages of 15 and 18 may sit at the bar tables. Children under 14 may sit at the bar tables when accompanied by an adult. Anyone aged 14 and under are only allowed to get beverages and popcorn but cannot sit in any of the bar area.

Motion made by Board July 8, 2024

Passed by Board July 8, 2024

Amended by Board August 24, 2024

Shoe Policy

No shoes worn on the street are permitted on the bocce courts. Players must change into clean shoes before entering onto the court surfaces. Allowed footwear consists of flat-soled, soft-bottomed athletic shoes. The soles can be any color, if they are non-marking.

Shoes with any type of heel, boots, or work shoes are not allowed. Any type of footwear containing debris are not allowed.

These rules apply to both adults and children. They also apply to visitors or guests of IABC members. If a member or visitor does not have the proper footwear, provided booties or socks only must be worn while using the bocce courts.

Motion made by Board June 9, 2025

Passed by Board June 9, 2025

Presented to Membership August 24,2025

Legacy Membership Rule

Prior to the establishment of a limit on the number of members of the Italia-America Bocce Club, there was no distinction between spouses of active IABC members, children of active IABC members, former IABC members, and "new" applicants who have never been members of the IABC. Given the establishment of a membership limit and the resulting Waiting List of applicants to the IABC, the Board of Directors has decided to enact this Legacy Membership Rule for the purpose of giving precedence of position to spouses and children of certain active IABC members and to former members of the IABC as follows:

A) The Board of Directors previously determined that the membership limit of the IABC should be 650 Members.

B) However, an active member's spouse or an active member's child that is 21 – 25 years old, may become a member of the Italia-America Bocce Club upon the submittal of a written application and approval by the Board of Directors at any time, regardless of the membership total of the IABC. A qualifying person under this section never joins the Waiting List. Whenever the addition of active members' spouses and/or children under this section causes the membership limit of the IABC to be exceeded, no additional members shall be added from the Waiting List until the total membership falls below the membership limit.

C) If a person over 25 years of age, that is the son or daughter of an active member of the IABC in good standing for more than 5 years, submits a written application then said person will be given precedence of position and added to the top of the Waiting List in front of "new" applicants on the List. However, if having been notified of acceptance to the Club, that person defers membership for the following 2 board meetings, that person's application will be added to the bottom of the Waiting List.

D) If a person over 25 years old, that is the son or daughter of an active member of the IABC in good standing for less than 5 years, submits a written application then said person will be considered a "new" applicant and will be added to the bottom of the Waiting List. However, while on the Waiting List, if that person's parent that is a member becomes an active member of the IABC in good standing for more than 5 years, at that time said person will then be given precedence of position as set forth above in Section C and added to the top of the Waiting List in front of "new" applicants on the List.

E) If a person is a former IABC member that has not relinquished his or her stock certificate and has been inactive for 5 years or less at the time he or she

submits a written application, then said qualifying former member will be given precedence of position and added to the top of the Waiting List in front of “new” applicants on the List.

F) There is no priority between the persons given precedence of position under either Section C or Section E as set forth above. Persons given precedence of position under both Sections C and E will be at the top of the Waiting List in front of “new” applicants on the List and their respective order at the top of the Waiting List will be determined by the date they were given precedence of position.

Motion made and passed July 8, 2024

Amended by Board November 11, 2024

Amended by Board March 10, 2025

Amended by Board May 12, 2025

Amended by Board September 14, 2026

Rule To Honor Long-Standing Senior Members

To honor our long-standing senior Members, many of whom are on a fixed income, and to demonstrate our appreciation for their continued commitment and contributions to the Italia-America Bocce Club, the Board of Directors has decided to enact this Rule to Honor Long Standing Senior Members for the purpose of offering discounts on membership dues for senior Qualifying Members to be determined as follows:

A) To be potentially eligible for discount under this Rule, a Qualifying Member is a Member (or that Member's surviving spouse) that has been in good standing and maintained active status for ten or more consecutive years immediately prior to first day of May of each year.

B) As set forth in the Bylaws of the Italia-America Bocce Club, the Treasurer shall send out dues notices (invoices) in May of each year. Therefore, for the purposes of this Rule, the age of each Qualifying Member shall be determined as of the first day of May of each year.

C) A Qualifying Member that is 90 years of age or older as determined by this Rule is eligible for a discount of over 99% (Ninety-nine percent) on his or her yearly membership dues so that an eligible Qualifying Member under this Section shall only pay membership dues equating to $1.00 per year.

D) A Qualifying Member that is 75 years of age or older as determined by this Rule, but does not qualify under Section C, is eligible to receive up to a 25% (Twenty-five percent) discount on his or her membership dues; however, said discount under this Section shall be capped at a maximum discount of $200 per year.

E) If requested, Qualifying Members that are eligible for a discount under Section C or Section D of this Rule must provide documentation to confirm his or her age.

F) This Rule was passed after 2025 dues notices were mailed by the Treasurer, therefore this Rule goes into effect in 2026.

Motion made by R. Lecinski May 12, 2025

Passed by the Board on May 12, 2025

Amended by the Board on March 9, 2026

Member Eligibility for League Participation

Any person who is not a current Club Member in good standing or an Associate Club Member will not be allowed to participate in league play. Any Member who is delinquent in the payment of membership dues, late fees, fines, or any other financial obligation to the club at the start of any bocce league session shall be ineligible to participate on a team in that league session until all outstanding payment requirements have been satisfied in full.

A Member who becomes eligible after satisfying all outstanding financial obligations may participate only in accordance with the league rules and any applicable roster change deadlines.

Motion made to Board on September 14, 2026

Passed by Board on September 14, 2026

Read to the Membership on September 20, 2026

Age Limitation for Participation in Men's and Women's Leagues

An Associate Club Member over the age of 17 may participate in any regular Men's or Women's League. This rule does not limit or exclude children from Club sponsored High School Leagues, Children's Leagues, Special Experimental Leagues or from Tournament participation.

Motion made to Board on September 14, 2026

Passed by Board on September 14, 2026

Read to the Membership on September 20,2026

Transfer of IABC Stock

A Club Member may not sell or transfer the shares of stock held by that Member; however, a membership or shares of stock may be transferred only to the Member's spouse with approval from the Board of Directors.

Upon the death of a Member in good standing, and upon a petition to the Board from the surviving spouse within one year, that Member's shares of stock and the current consecutive years of membership in good standing may be transferred only to the surviving spouse with the approval of the Board of Directors.

Motion made to the Board on September 14, 2026

Passed by Board on September 14, 2026

Read to the Membership on September 20, 2026

Appendix A

CONFIDENTIALITY AND NON-DISCLOSURE AGREEMENT

It is the policy of the Italia-America Bocce Club that board and committee members (trustees and committee members) of the Italia-America Bocce Club will not disclose Confidential Information belonging to, or obtained through their affiliation with, the Italia-America Bocce Club to any person, including their relatives, friends, and business and professional associates, unless the Italia-America Bocce Club has authorized such disclosure. This policy is not intended to prevent disclosure where disclosure is required by law.

The term "Confidential Information" means all information provided to me or which I otherwise come into the possession, regarding: (i) names and other information relating to members, employees, customers, or suppliers of the Italia-America Bocce Club; (ii) the business, financial records, bank statements, tax records, services, operations or procedures of the Italia-America Bocce Club; (iii) business plans and strategies, voting on the Italia-America Bocce Club matters, or any other matters relating to the technical information or business of the Italia-America Bocce Club, (iv) all documents, things and record-bearing media disclosing or containing any of the foregoing information, including any materials prepared by me which contain or otherwise relate to such information concerning the Italia-America Bocce Club or its members, employees, customers or suppliers, and (v) any other information conspicuously labeled at the time of delivery or communicated (in the case of oral transmissions) as being confidential, non-public, or proprietary in nature.

Confidentiality is the preservation of privileged information. Board members and other volunteers are cautioned to demonstrate professionalism, good judgment, and care at all times in handling any information related to the Italia-America Bocce Club to avoid unauthorized or improper disclosures of confidential information.

I agree that I shall not use any of the Italia-America Bocce Club's Confidential Information for any purpose other than for conducting the business of the Italia-America Bocce Club. Furthermore, I shall not disclose any Confidential Information of the Italia-America Bocce Club. Except as set forth expressly herein, I agree not to otherwise use the Confidential Information obtained herein in the absence of a written agreement from the board.

I acknowledge that there is a substantial likelihood that the unauthorized disclosure of Confidential Information will cause irreparable injury to the Italia-America Bocce Club and

that, in the event of a violation or threatened violation of any of my obligations hereunder, the Italia-America Bocce Club shall have no adequate remedy at law and shall therefore be entitled to enforce each such obligation by temporary or permanent injunctive or mandatory relief obtained in any court of competent jurisdiction without the necessity of proving damages, posting any bond or other security, and without prejudice to any other rights and remedies which may be available at law or in equity. Nothing herein shall limit the Italia-America Bocce Club's rights or remedies available hereunder, at law or in equity including, without limitation, the right to obtain damages for a breach of this Confidentiality and Non-Disclosure Agreement.

While board and committee members are expected and encouraged to discuss the organization with one another, they shall not report opinions expressed in meetings, nor shall they report independently on committee action, or engage in any communication that has not been approved by the majority of the Board.

At the end of the board or committee member's term or upon his/her retirement, resignation or removal from the Board of Directors or committee, he/she shall return, at the Italia-America Bocce

Club's request, all documents, papers, and other materials, regardless of medium, which may contain or be derived from confidential information, in his/her possession.

It is expected that board and committee members, will not use trade secrets, member lists, client lists, financial information of the club or other confidential information acquired by virtue of being on the board or committee, even after they complete their service with the Italia-America Bocce Club.

Certification

I have read the Italia-America Bocce Club's complete policy on confidentiality and the Statement of Confidentiality presented above. I agree to abide by the requirements of the policy and this statement and to inform the Board President immediately if I believe any violation (unintentional or otherwise) of the policy or this statement has occurred.

Signature _____ Name _____ Date _____

Appendix B

Italia - America Bocce Club

Code of Conduct

The Italia America Bocce Club is committed to fostering a welcoming, respectful, and inclusive environment for all members, guests, and participants. This Code of Conduct outlines the expectations for behavior during all club activities, including games, tournaments, social events, casual interactions at the club, and online interactions. It applies to all members representing the club, whether at our facilities or external events representing the IABC. By participating in our club, you agree to abide by these principles to ensure a positive experience for everyone.

1. Respect and Sportsmanship

• Treat all players, spectators, and club officials with respect, regardless of skill level, background, or differences.

• Refrain from using coarse language, profanity, or offensive remarks during club activities.

• Do not berate, belittle, or mock other players, whether teammates, opponents, or spectators. Encourage and uplift others instead.

• Be mindful of your actions and words, ensuring they contribute to a positive and inclusive atmosphere.

• Refrain from disruptive behavior, such as excessive shouting or actions that interfere with others' enjoyment of the game.

• Display good sportsmanship by accepting wins and losses graciously and acknowledging the efforts of others.

• Members are expected to conduct themselves in a sportsmanlike manner in all activities, observing all applicable rules, normal standards of etiquette, and fair play.

• Follow the rules of bocce as outlined by the club and any governing bodies for tournaments or events.

• Play honestly and avoid cheating or manipulating game outcomes.

• Resolve disputes calmly and respectfully, seeking assistance from club officials if needed.

2. No Harassment

• Harassment of any kind, including but not limited to verbal, physical, sexual harassment, will not be tolerated. This includes unwanted comments, gestures, touching, or actions that make others feel uncomfortable, unsafe, or disrespected.

• Cyber harassment across digital channels like emails, social media, and messaging platforms will not be tolerated.

• Respect personal boundaries and obtain consent before engaging in physical contact, such as hugs, which may make some people uncomfortable.

• Avoid discriminatory behavior or comments based on race, gender, age, religion, sexual orientation, disability, or any other characteristic.

• Retaliation against any member, family member, guest, or staff of the club is prohibited.

3. Safety

• Prioritize the safety of all participants by maintaining a safe playing environment and reporting any hazards to club organizers.

• Members shall not engage in any acts likely to endanger the welfare, safety, harmony, or reputation of the club, its members, employees, or guests.

• Provoking a fight or engaging in fighting is always prohibited on property during any Italia America Bocce club-sponsored event, or while representing the IABC off property.

4. Positive Communication

• Communicate with kindness and clarity, whether in person, during games, or in online club forums and communications.

• Aim to foster a supportive environment where people feel comfortable sharing their thoughts, ideas, and concerns without fearing judgment. Provide constructive feedback when appropriate and avoid personal attacks or derogatory comments.

• Actively listen to others' perspectives and resolve conflicts through open, respectful communication.

• It is strongly encouraged to engage in respectful dialogue, valuing the perspectives and experience of members, and responding with empathy and understanding.

• **Social Media Guidelines**:

• Promote the club positively on social media, such as X, Facebook, Instagram, and other relevant online platforms.

• Refrain from posting or sharing content that is offensive, defamatory, or disrespectful, including bad language, derogatory remarks, or content that belittles others.

• Do not engage in or encourage online harassment, trolling, or bullying of club members, opponents, or others associated with the club.

• Respect the privacy of others by not sharing personal information, photos, or videos of club members or participants without their explicit consent.

• Avoid posting content that could harm the club's reputation or create a hostile environment, such as inflammatory comments or inappropriate humor.

• Report any concerning or inappropriate social media activity related to the club to a club officer for review and action.

5. Compliance and Accountability

• All members and participants are expected to adhere to this Code of Conduct at all club-related events and during personal interactions.

• Violations of this Code may lead to verbal or written warnings, temporary suspension, or expulsion from the club, depending on the severity of the behavior as determined by club leadership.

• Report any concerns or violations to a club officer or designated point of contact promptly. Reports will be managed in a confidential and fair manner.

6. Community Spirit

• Contribute to a fun, supportive, and welcoming club environment by encouraging others and actively participating.

• Respect club facilities, equipment, and venues, leaving them in good condition for others to enjoy.

• Celebrate the diversity of our club and embrace opportunities to gain experience from and connect with others. By following this Code of Conduct, we can ensure that Italia America Bocce Club remains a place where everyone feels valued, respected, and excited to participate. Thank you for helping us maintain a positive and enjoyable bocce community!

Appendix C

Grievance Form

1. Personal Information

- **Full Name:** _____
- **Contact Number:** _____
- **Email Address:** _____

2. Grievance Details

- **Date of Incident:** _____
- **Time of Incident (if known):** _____
- **Location of Incident:** _____
- **Persons Involved (if any):** _____

Description of Grievance:
(Please describe the issue clearly and in detail. Include any relevant facts or events.)

(Continue on page 2)

3. Desired Resolution

(What would you like to see happen because of this grievance?)

4. Supporting Documents

(Please attach documents or evidence, if applicable.)

Signature: _____ **Date:**__

Continuation of Item 2

Findings of Grievance Committee:

Committee Chair Signature: _____ Date: _____

Copy forwarded to Board of Directors on (date)

Determination of Board of Directors:

Board Director's Signature: _____ Date: _____

Copy forwarded to the Member, and the Executive Board on _____

Appeal to include new Information: I wish to appeal to the Board of Directors.based on the following new information:
Reason for Appeal:

Members Signature: _____ Date: _____

Return to the IABC Executive Board within 5 days of the Board of Directors decision