

Village of Mount Prospect - Gym Use Policy for Non-Union Employees

Purpose

The purpose of this policy is to outline the terms and conditions under which non-union employees of the Village of Mount Prospect may voluntarily use the government-operated fitness facility (“gym”).

Eligibility

This policy applies to all *non-union employees* of the Village of Mount Prospect, hereafter referred to as “the Employer,” who wish to use the on-site gym.

Permitted Use Time

Use of the gym by eligible employees is strictly limited to the following times:

- **Before work** (e.g., prior to the employee’s scheduled shift start time)
- **During unpaid lunch breaks**
- **After work** (e.g., after the employee’s scheduled shift ends)

Use of the gym during scheduled working hours is not permitted, except with prior approval from the Department Director.

Voluntary Participation

Participation in the gym facility is *entirely voluntary*. No employee is required to use the gym as a condition of employment or workplace performance evaluation.

Assumption of Risk and Waiver

Employees using the gym do so **at their own risk**. By using the gym, the employee acknowledges and agrees to the following:

1. The Employer is not responsible for any **injury, illness, or medical condition** arising from the use of gym facilities.
2. Employees must sign a **Gym Use Waiver and Release of Liability Form** before accessing the facility.
3. Employees assume full responsibility for their **own physical fitness level**, including consulting with their healthcare provider before beginning or continuing any exercise program.

4. Employees are advised to avoid use of equipment they are unfamiliar with or untrained to use.

Code of Conduct

Employees must:

- Use gym equipment properly and safely.
- Wear appropriate athletic attire and maintain personal hygiene.
- Clean equipment after use.
- Respect other users and refrain from disruptive behavior.
- Not bring guests or non-employees into the gym.
- Refrain from giving health and/or workout-related advice to other employees participating in the gym.

Access and Security

- Employees must use their **ID badge or assigned access credentials** to enter the facility.
- The gym may be monitored by surveillance for safety and security purposes.

Revocation of Privileges

Violation of this policy may result in disciplinary action and/or **revocation of gym access** privileges.

Policy Acknowledgment

All non-union employees wishing to use the gym must sign an acknowledgment form confirming they have read, understood, and agree to abide by this policy.