

## **Northbrook Country Club Values Statement**

Northbrook Country Club's focus is to provide for the physical and mental well-being of its members and guests through exercise, relaxation, community, and companionship. In accordance with this mission, Northbrook Country Club publicly denounces all forms of discrimination and racism as they are antithetical to our shared values of diversity, equity, and inclusion.

We share in the grief and outrage that is being felt around the world. We believe that Black Lives Matter. The Northbrook Board of Directors support those who are passionate in their actions to identify and eliminate all forms of systemic racism in our country and work to create a place of equality and peace.

Hate speech and actions antithetical to our beliefs are considered a violation of our community's physical and mental well-being. Therefore, any discriminatory, racist, or derogatory language and/or actions cannot and will not be tolerated. This behavior includes racism, sexism, ableism, anti-Semitism, homophobia, xenophobia, islamophobia or any other action that could encourage or condones discrimination or violence toward a person or group.

Consistent with our Club Bylaws, any conduct or behavior deemed by the Board to be inconsistent with our mission will warrant suspension or expulsion from the club.

Perhaps now more than ever, it is important that we acknowledge our differences as we celebrate what binds us together. As with any large community, our members come from many different backgrounds and have a spectrum of beliefs. However, we all value the worth and dignity of every human being. We will do everything in our power to ensure that every member - adult and child alike - feels welcome, safe, and valued.

*Created and approved by Northbrook Club Board of Directors July 2020*