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I. FACILITY NAME

This association, a corporation under the laws of the State of West Virginia, shall be known as DuPont Employees' Recreation Club, henceforth referred to as the Club or DERC.

II. MEMBERSHIP

Memberships shall be always open for all membership types. A member shall be defined as one who pays membership dues to DERC. Membership rates shall be established by the Board of Directors. Upon purchasing a DERC membership, the receipt for the transaction is the Receipt of Membership and proof of being a DERC member. Cards are no longer issued to DERC members.

Any member shall be suspended indefinitely from the Club by the Board of Directors for conduct detrimental to the best interests of the organization.

Core (WW Employees/Contractors) Membership –

A full-time, full-service Washington Works Celanese, Chemours, Delrin & Kuraray employee eligible for membership the first day of service at Washington Works. Membership includes access to all DERC facilities and member activities; spouse; all household family members residing at least ½ time in the primary residence of the member; and full-time college students residing with the member.

If husband and wife are both employees of Celanese, Chemours, Delrin & Kuraray, **only one** must buy membership in the Club in order to participate in Club activities. The primary member will be the only one eligible for a lifetime membership.

Co-Ops or other short-term Celanese, Chemours, Delrin, & Kuraray employees may become members at Core member monthly rate for duration of time at Washington Works.

Associate (Community) Membership –

All persons who are not otherwise eligible under the Core Member Class. Membership includes access to all DERC facilities and member activities; spouse; all household family members residing at least ½ time in the primary residence of the member; and full-time college students residing with the member.

Reduction in force and Core survivor members will be extended membership through year paid and then offered Associate membership thereafter.

First Responder/Military Membership –

Firefighters, Police Officers, Sheriff & Sheriff Deputies, State Troopers, Federal Law Enforcement Officers, Medical Professionals, EMT, Paramedics, 911 Dispatchers & Active Military members shall receive a 25% discount off of current Associate Membership rates.

Lifetime Membership –

Life membership will be offered at time of retirement (medical or years of service) to Celanese, Chemours, Delrin & Kuraray employees with 15 consecutive years of DERC membership. A lifetime membership includes the retiree only, not the spouse, children, grandchildren, etc. Any retiree that does not qualify for life membership may pay core membership dues annually to maintain membership. All employees of the Core membership companies joining DERC on or after January 1st 2009 are not eligible for lifetime memberships.

III. GOVERNANCE

The Board of Directors shall be elected from all memberships to represent the entire membership of the Club and publicly represent the Club.

The power to govern and manage the Club rests with the Board of Directors. The President, Vice President and Treasurer shall be determined by the Board of Directors and shall serve as Executive Officers of the Corporation. Two of the three Executive offices must be held by core membership. This is to maintain standing with the companies at Washington Works. Only Executive Officers may enter into legal and financial contracts on behalf of the Club.

Segregation of duties among Executive Officers, Appointed Positions & Representatives on the Board of Directors shall be maintained.

The Board of Directors shall serve the Club without conflict of interest from organizations and influences outside the Club.

IV. BOARD OF DIRECTORS

All elected representatives and appointed positions will be for a term of 2 years. Elections will be during even years in November, appointed positions voted on in December and office to start January 1st.

Elected Representatives will fill the following roles, President, Vice President, Treasurer, Secretary, Membership, Vending, Reservations, Ball Field, Gun Range, Fitness Center, Pool, Maintenance, Website, Camp Crowdad, Swim Team & Tennis Facility. Other positions may become necessary and will require a board vote to include/exclude.

BOARD OF DIRECTORS DEFINITION

Those elected to the Board of Directors. All Board of Director Offices will be elected from Representatives.

1. The approval, withholding, suspension and withdrawal of Club membership.
2. The establishment of dues, fees and assessments for membership and Club asset use.
3. The general management and conduct of all matters necessary or incidental to the welfare of the Club.
4. The purchase, control and management of all real estate and property deemed necessary for effective operation of the Club.
5. The power to make its own govern.
6. The distribution of its power as delegated to committees and Club members.
7. The participation in all Board meetings.
8. The review and possible replacement of any Officer or Representative to the Board of Directors for the balance of any unexpired term due to: Non-attendance of three (3) consecutive Board meetings, transfer, termination, disability, resignation or death.

EXECUTIVE OFFICERS

Will consist of the President, Vice President and the Treasurer and are the only officers allowed to enter into legal and financial contracts on behalf of DERC.

PRESIDENT

1. Perform all duties of a Representative.
2. Preside at all Club and Board meetings.
3. Call special meetings when necessary.
4. Perform all duties incidental to said office.

VICE PRESIDENT

1. Perform all duties of a Representative.
2. Serve as Chairperson for the Election and Vending Committees.
3. Perform other duties as are delegated by the Board.
4. If the Vice President office is held by a Core Member they are to perform all duties of the President during the Presidents absence. If the Vice President is held by a Non-Core Member during the Presidents absence, then they will call for a temporary vote of a Core Member to hold the Presidents chair until the elected President can return or the next election.

TREASURER

1. Appointed by the President.
2. Oversee the financial report and respective area budgets.
3. Ensure that the activity representatives use the prescribed procedures in the sale of tickets, handling and accounting of Club moneys, and see that they do not exceed their respective budgets.
4. Deposit all funds received on behalf of DERC.
5. Report on the financial situation of DERC during each monthly Board meeting.

SECRETARY

1. Appointed by the President.
2. Keep the minutes of all proceedings and permanently record same.
3. Give notice of all meetings.
4. Maintain By-Laws of the Club.
5. Maintain Articles of Incorporation of the Club.
6. Perform other duties this office may require.

PARK COMMISIONER

1. Appointed by the President.
2. Oversee the construction and maintenance work and employees of the Park.
3. Coordinate the reports of the Park Construction and Maintenance Committee.
4. Keep the Board informed of all important matters in connection with the operation of the Park.
5. Report Park expenses versus budget and progress of Park issues at monthly Board meetings.
6. Enforce the General Park Rules and Regulations.
7. Recommend revision of General Park Rules and Regulations to the Board, as needed.

ELECTED REPRESENTITIVES – NOT LISTED ABOVE

1. Oversee their perspective area of the park and report out during the Board of Directors meeting on any issues, financial needs or By-Law updates that are needed. For Accounting see section XII.

ELECTION PROCEDURE

1. During an election year the Board of Directors will make notice to the membership concerning the election.
2. The Election Committee will report to the President all canvassed candidates for Representatives at the October Board meeting.
3. During the October Board meeting, the President shall convey to the Board the nominations for Representatives of the Club for the coming election. Candidates to be considered shall include those obtained by the Election Committee and any brought to the floor during the meeting.
4. During the month of November, the membership of the Club shall elect by ballot the Representatives to the Board of Directors. Write-in candidates for each post on the ballot will be allowed. Candidates receiving the largest number of votes shall be declared elected.
5. The Secretary will ask for nominations for the President from among the Board of Directors.
6. The Board of Directors will vote and the candidate receiving the most votes shall be declared elected President.
7. The newly elected President will ask for nominations for the Vice President from among the Board of Directors.
8. The Board of Directors will vote and the candidate receiving the most votes shall be declared elected Vice President.
9. The Secretary, Treasurer, Accountant (held by paid firm), and Park Commissioner shall be appointed by the President and approved by the Board at the December Board meeting.
10. All newly appointed positions will begin on January 1st following the election.

BOARD OF DIRECTOR MEETINGS

1. Regular meetings of the Board shall be held at least once a month, the time and place being determined by the President.
2. Meetings are open to all Club members; non-voting members may be asked to leave the meeting if the Board declares an Executive session to discuss personnel matters.

VOTING & TRANSACTION OF BUSINESS

1. If a vote for the transaction of DERC business is not unanimous then it requires two thirds of the attending Board of Directors to be passed or defeated.
2. A majority vote of those present (50%+1) at any meeting is required to pass or defeat any given issue (By-Laws, activities, elections, etc.) unless otherwise specified by the By-laws.
3. Each Representative and the Vice President shall have one vote each in Board proceedings. The President or acting President may vote only in case of a tie.
4. On roll call votes, names of Board members and officers and their vote shall be published in the minutes of the meeting.
5. The Board may decide any given issue by an e-mail ballot to obtain the opinion of each member of the Club.

VOTING ELIGIBILITY

1. DERC members are eligible to vote for Representatives on the Board of Directors.
2. The Membership Chairperson shall provide the Vice President an up-to-date Club membership list including voting eligibility prior to the date of distribution of ballots.

V. FINANCES

FISCAL YEAR

The fiscal year of the Club shall be from January 1 through December 31.

DUES AND INITIATION FEES

The dues shall be set by the Board in accordance with the needs of the Club and are paid quarterly by DERC bank draft, and yearly by check or DERC bank draft.

DERC members who accept a transfer from Washington Works to another Core employer location may maintain their membership in the Club by changing the bank draft information or paying annual dues by check.

GENERAL

All collections for funds which accrue to the Club as a result of dues, activities, or non-directed contributions shall be placed in the General Fund.

Disbursements of any amount for the purchase of all fixed assets and increases in previously approved budgets for social and recreational activities must be authorized by the Board before the purchase commitment is made or the activity held.

All checks for disbursements must have one signature from the following officers: Treasurer, President or the Accountant (held by paid firm).

All employees of the DERC will receive at least minimum wage.

ACTIVITY FUNDS

All activity funds must be voted on by the Board of Directors and receive 50% plus 1 vote to be approved. DERC funds shall not be used to purchase alcoholic beverages.

All receipts from ticket sales, entry fees, or other receipts must be turned in to the Treasurer as soon as possible after the activity is held.

DERC activity funds shall be allocated as closely as possible to the following:

- 1.All activities (Family, Ladies, Men's, and Children) will be self-supporting.
- 2.Cost of participation in activities and leagues will be set by the Board.

VI. PARTICIPATION IN CLUB SPONSERED ACTIVITIES & EVENTS

Participation in Club-sponsored activities shall be open to all Club members, guests and the public as designated per event by the Board of Directors. Each event posted will designate who is eligible to participate.

Any guidelines/rules set to govern activity/leagues shall be approved by the Club's Board of Directors.

Membership cards must be presented, upon request, if the necessity should arise.

VII. AMENDMENTS - PROCEDURE FOR AMENDMENTS TO THE BY-LAWS

1. A proposal to amend may be submitted by any member of the Board at any regular meeting of the Board.

DuPont Employees Recreation Club **BY-LAWS** Last Revised: 3/13/2026

2. Upon discussion, the Board shall act upon the proposed amendment. A favorable vote of two-thirds of the members present, providing there is a quorum is required for enactment of the amendment to these By-Laws.
3. Upon adoption of the amendment, the Secretary shall prepare and issue to the members of the Board, a revised copy of the By-Laws, indicating the changes made and noting the date of such changes.

VIII. GENERAL PARK RULES & REGULATIONS

It is the duty of each Club member to see that the following rules are enforced. Violations are to be reported to the Park Commissioner or to a member of the Board.

Members and guests availing themselves of the Park facilities are expected to conduct themselves in a gentlemanly (or lady-like) manner at all times.

Failure to follow any of the DERC Rules and Regulations either posted or in the By-Laws will be dealt with by the Board of Directors. This may include loss of membership.

1. The Park will be opened to vehicular traffic at times considered appropriate by the Park Commissioner, taking into consideration the season, condition of the road, etc.
2. Receipt of Membership will be shown upon the request of any Club member or Park employee and they may ask unauthorized persons to leave the Park.
3. The lending of Receipt of Membership, other than to dependents living within the home will not be tolerated. The user will be evicted from the grounds and the member whose receipt was used will be appropriately reprimanded.
4. The Park was developed and is maintained for the benefit of members and their guests; non-members are not permitted to use the Park or its facilities with the exception of special DERC sponsored activities or Washington Works site Core Employers sponsored groups.
5. Guests (other than members' immediate family - spouse and legal dependents) up to a maximum of six (6) will be allowed in the Park when accompanied by a member or in the absence of the member, the member's spouse. The use of the Park or its facilities by groups of two-hundred (200) or more members, or by groups of two hundred (200) or more members and guests, is subject to approval by the Reservations Chairperson. A written request must be presented to the Reservations Chairperson to establish that criteria has been met. Members will be responsible for the conduct of their guests while in the Park. Members are also responsible for any damages noted to the Park or its facilities on random checks after said event and could result in future requests being denied.
6. A maximum of one (1) guest will be permitted in the Park when accompanied by a member's dependent age 16 and older when the member is not present at the Park. The dependent must not be married or a full-time employee of another Company. Dependent children age 15 and younger must be accompanied by the member. This rule shall govern the use of all facilities within the Park.
7. Receipt of Membership must be carried by member when using the Park. If member is not present, spouse or child must have receipt with them.
8. Unlicensed motorized vehicles, other than those used for maintenance, are not permitted in the Park.
9. Vehicles will be driven on park roadways. Drivers of motor vehicles in the Park must have valid operator's licenses. No excessive noise will be permitted in the Park.
10. DERC Park SPEED LIMIT is 15MPH and is to be followed at ALL times.

11. Parking in the grass is PROHIBITED within DERC Park.

12. Place trash in proper containers.

13. All pets in the Park must be kept on a leash.

14. Anyone stealing or destroying Club property will be prosecuted.

15. No ground fires will be permitted outside of the provided fire rings located in the campground- only the provided barbecue grills and personal portable grills will be allowed. Extreme caution should be exercised in the use of matches.

16. The Park will close at 10:00 PM during the summer and 8:00 PM during the winter. In order to remain in the Park beyond closing time, advance approval must be obtained and arrangements made in advance with the Park Commissioner or designate.

17. No guns or bows are permitted in the Park except at the respective ranges.

18. Hunting is prohibited at all times.

19. DERC will not permit Members or Non - Members to park their vehicles on DERC property for the purpose of accessing adjacent hunting property.

20. Horses are prohibited from the Park at all times except when they are necessary for a Club-sponsored event.

21. Capital Investment Park Equipment will not be loaned to individuals. All DERC property not previously described (i.e. bingo set, grills, old tables, and orange chairs, etc.) require Board approval to be removed from the Park.

IX. DERC GENERAL GUN RANGE RULES

1. Always treat all firearms as if they are loaded.

2. It is your responsibility as a DERC member to report any safety violations to DERC leadership, or in the case of an emergency contact the: Wood County Sheriff's Office at 304-424-1834.

3. The use of any mind-altering substances, alcohol or drugs is strictly prohibited at this facility. We have a ZERO tolerance policy.

4. Only 2 Guests per DERC member are permitted to use the shooting facility without prior approval. All guest and all individuals under the age of 18 must be accompanied by a DERC member.

5. There will be no shooting after sunset each day at the rifle and pistol ranges.

6. This facility has firearm specific ranges that each have their own rules and regulations, be sure to review all rules and regulations before using any DERC gun range.

DERC RIFLE RANGE SPECIFIC RULES

Anyone using this range MUST be a member of DERC or a guest accompanied by a DERC member. No Exceptions.

1. All persons on this range must wear proper ear and eye protection while the range is "HOT".

2. This facility uses a Commence (Range is "HOT") and Cease (Range is "COLD") fire standard. For further explanation see the Commence/Cease fire explanatory posting at the rifle range.

3. Always keep the muzzle of any firearm pointed up or down with the action open when not in use. All weapons are to remain behind the firing line and never taken down range. When shooters are down range all guns are to be unloaded and the actions are to remain open.
4. Range closed to DERC Non-members and their immediate family from November 1st until November 30th each year. Guests are not permitted during this time and immediate family members must be accompanied by the DERC member during this time.
5. Shoulder mounted firearms firing single projectile ammunition only. There are to be NO full automatic or bump stock weapons used at this facility.
6. Handguns are permitted at the rifle range only if they are fired from a bench rest position.
7. Each bench has a designated target you can shoot at, please pay attention to how each shooting post is marked.
8. No more than 2 shooters at any station and all crossfire situations are prohibited.
9. *Only approved paper targets are to be used at this range with the exception of the .22 silhouette targets which can only be used in the supplied bunkers. No explosive targets. The use of glass, metal or plastic containers/bottles, clay targets or any other trash is PROHIBITED.*
10. *There will be NO attaching targets to the .22 silhouette target bunkers.*
11. *No armor piercing, incendiary or tracer rounds are permitted.*
12. Chronograph equipment is permitted to be placed down range within 15 feet of the firing line. Operator must obey the "HOT" and "COLD" range.
13. Before leaving the range, all shooters are required to remove targets, trash and empty casings.

Failure to comply with any of the above rules and regulations may result in expulsion from DERC and/or the revocation of DERC Membership for any length of time deemed fit by the DERC Board of Directors.

DERC PISTOL RANGE SPECIFIC RULES

Anyone using this range MUST be a member of DERC or a guest accompanied by a DERC member. No Exceptions.

1. All persons on this range MUST wear proper ear and eye protection while the range is "HOT".
2. Only handguns shooting single projectile ammunition.
3. No more than 2 shooters are allowed at any station.
4. Shooting from in front of the covered shooting area is prohibited.
5. Crossfire situations are prohibited.
6. All firearms are to be unloaded with the actions locked open anytime a shooter is down range.
7. *Only the use of paper targets placed on the proper target backers provided by DERC are to be used. No targets are to be placed on the dirt mounds or wood wall behind the pistol range. There is to be no use of glass, metal, plastic containers, clay targets, trash or non-commercial photo targets on this range.*
8. Before leaving the range you are responsible for removing your targets, trash and casings.

Failure to comply with any of the above rules and regulations may result in expulsion from DERC and/or the revocation of DERC Membership for any length of time deemed fit by the DERC Board of Directors.

DERC SHOTGUN RANGE SPECIFIC RULES

Anyone using this range MUST be a member of DERC or a guest accompanied by a DERC member. No Exceptions.

1. Acceptable use of this range is confined to aerial clay targets thrown from the provided machines or from a hand trap. The only exception is the use of the patterning board provided for shotgun patterning only.
2. Shoulder mounted firearms firing fine shot ammunition only.
3. *There is to be no shooting of rifles or handguns on the shotgun range!*
4. Skeet and Trap use only – no shot size larger than 7 ½ .
5. The use of glass, metal, plastic containers and trash as targets is strictly prohibited.
6. Before leaving the range remember that you are responsible for removing trash and hulls. *Do NOT leave empty hulls laying on the ground. They must be picked up and either thrown away or taken with you.*

Failure to comply with any of the above rules and regulations may result in expulsion from DERC and/or the revocation of DERC Membership for any length of time deemed fit by the DERC Board of Directors.

X. BOOKKEEPING PROCEDURES – PROVIDED BY PAID FIRM

ACCOUNTANT – HELD BY A PAID FIRM

- Keep accurate records of all expenses and income
- Disburse funds necessary for the various Club activities
- Arrange for all necessary signatures on checks
- Report financial situation of the Club every month to Treasurer

Summarized below are the records, which shall be maintained for the systematic recording of the financial transactions of the Club. Basically, five divisions of records shall be maintained. They are:

- a. General Journal Record
- b. Cash Receipts Journal
- c. Cash Disbursements Journal
- d. Check Register (Checkbook)
- e. Book of Accounts

The procedures for administering these records are:

1. Systemized Voucher Record System - As each invoice is received by the Treasurer/Accountant (held by paid firm), it will be forwarded to the appropriate Board member for approval, thence sent to the Accountant (held by a paid firm) Accountant (held by paid firm) to be processed for payment. These invoices will be filed in a jacket on a monthly basis. Each month will be kept separate from the others.
2. Uniform Procedure for Payment of Invoices - After the invoice has been received and processed under Item 1, the Accountant (held by paid firm) will draw a check and pay the invoice and log each entry into the Quicken Database.

3. Auxiliary Record in Accounting for Special Funds - There are two funds, which are not under immediate control as cash by the Accountant (held by paid firm). These are change funds in the hands of area representatives, and a Park Operating Fund, used by the Park Commissioner. In administration of these funds, each of the custodians of this money will report to the Accountant (held by paid firm) in sufficient detail (surrendering paid invoices, receipts, etc.) to document expenditures.

4. Monthly Statement of Cash Position - The only report required on a monthly basis is a monthly statement of cash position. This is needed to give the Club a reasonable position for determination of expenses and income for the period.

5. Annual Reports - At the end of each calendar year, a Balance Sheet and a Profit and Loss Statement must be prepared for distribution to Club Members.

XI. SWIMMING POOL FACILITIES PROCEDURES & REGULATIONS

1. PURPOSE

The DuPont Employees' Recreation Club Swimming Pool is operated for the benefit and enjoyment of its members and their immediate families.

2. ELIGIBILITY TO USE POOL FACILITIES

All paying individuals and members of their immediate family (which includes spouse, unmarried or non-employed children, adopted, step, or foster children and grandchildren living within the employees' household) will be eligible to use the swimming and wading facilities. All pool fees shall be set and approved by the Board. If a member's child, at the age of 16 or older, conducts themselves in an orderly manner AND CAN SWIM, that child will be permitted to use the pool facilities without adult supervision.

Any member/non-member can reserve the pool for private parties outside normal working hours of operation for groups of members and guests with a \$50 non-refundable booking fee that will be applied to the rental fee. Groups larger than 25 require another guard and higher hourly fee. Advance notice is required to schedule adequate lifeguard coverage as required by law.

Non-member swimmers and spectators will be restricted to the immediate area of the pool, unless permission has been granted by the Reservations Committee for use of the Park outside of the pool facility (refer to VIII General Park Rules & Regulations #5). Member(s)/Non-members reserving the pool will be responsible for damages and conduct of their guests. Pool safety rules must be followed.

3. ELIGIBILITY TO PURCHASE POOL PASSES

All members of DERC receive a free pool pass as part of their membership for themselves and their immediate family (which includes spouse, unmarried or non-employed children, adopted, step, grandchildren or foster children) all living within the household. Guests accompanying any Club member shall pay the Non-member Rate. Grandchildren not living in the household will not be included on pool passes and will be required to pay the non-Member's Rate.

All Non-members are eligible to purchase a pool pass for themselves and their immediate family (which includes spouse, unmarried or non-employed children, adopted, step, grandchildren or foster children) all living within the household.

4. POOL SEASON

Due to the variations in weather conditions from year to year, the pool season will be flexible with the start and termination of pool operations to be determined by the Pool Manager and Park Commissioner. Such dates will be given appropriate publicity.

5. HOURS OF OPERATION

The hours of operation shall be determined by the Pool Manager and Park Commissioner. The Pool may be closed on days considered unsuitable for swimming by the Pool Manager.

6. SUSPENSION OF OPERATION

Swimmers will not be permitted in the pool during maintenance and/or cleaning operations. Also, swimmers will be required to vacate the pool as per state law or as deemed necessary by the Pool Manager. In addition, the Pool Manager, at any time, may, at his/her discretion, require the pool to be vacated.

7. EJECTION FROM THE POOL

The Pool Manager or one of his/her subordinates may request a person to leave the pool area for continued violation of the posted rules, for a time period determined by the Pool Manager. A permanent season ejection will be approved by Pool Manager and Park Commissioner.

8. REGISTRATION

The name of each person entering the pool must be entered on the appropriate register provided. In the case of children unable to inscribe their own name, an accompanying adult will register for them.

9. RESPONSIBILITY FOR FAMILY MEMBERS AND GUESTS

A member will be responsible for the conduct and actions of all persons using the facilities under the privileges of his membership.

10. ENFORCEMENT OF RULES

a) The Pool Manager will be responsible for the enforcement of Swimming Pool Procedures and Regulations and Safety and Health Rules, and shall have the authority to delegate such responsibility. Matters requiring extreme disciplinary action are to be brought to the attention of the Pool Manager and the Park Commissioner.

b) The lifeguards will report to the Pool Manager and will be responsible for carrying out established lifeguard functions.

11. CONDUCT

All persons using the swimming facilities will be required to conduct themselves in an orderly manner; to be courteous and considerate of others.

12. SAFETY RULES

a) Personal conduct in the entire pool area must be such that the safety of self and other is not jeopardized.

b) No swimming will be permitted without a lifeguard on duty. Anyone 18 years old or older are allowed to swim during the lifeguard break at their own risk.

c) There shall be no running, pushing, shoving, splashing or dunking of others, water polo, tag-type games, holding breath games, or other dangerous actions, in or out of the water.

- d) Inner tubes / floats will not be permitted in either the swimming or wading pool unless permission is given by the Pool Manager or the Head Lifeguard.
- e) Only children under five (5) years of age will be permitted in the wading pool. All children in the wading pool are to be accompanied by an adult. There is no lifeguard covering the wading pool.
- f) Diving must be from the end of the board only - not from the sides of the board. Only one person is permitted on the diving board at a time. Diving in a crowded area or in less than four (4) feet of water is prohibited.
- g) Patrons under the influence of drugs or alcohol or exhibiting disruptive behaviors will not be permitted in the facility.

13. HEALTH RULES

- a) In order to prevent an untidy appearance and unsafe and unsanitary conditions, there shall not be any smoking, no glass articles other than spectacles and no animals allowed inside the pool fence. Smoking must be done in the area provided for such purposes.
- b) Persons in street clothes are not permitted inside the swimming or wading pools.
- c) Patrons with severe sickness, contagious diseases, or skin infections are restricted from using the swimming and wading pools.
- d) Excessive spitting, blowing of noses, and spouting water will not be permitted.
- e) Unsanitary conditions and situations anywhere in the pool area, dressing rooms, or rest rooms shall be reported to the Pool Manager.
- f) Patrons and the apparel they wear in the water shall be visibly clean.
- g) Children who are not toilet trained must wear swim diapers.

XII. CAMPING RULES & REGULATIONS

1. Reserving of campsites will not be permitted.
2. Campsites will be open from April 1 to November 1. Campground access road will be closed (chained/cable) after November 1. NO campers will be permitted in camping area after November 1.
3. Daily rate of camping will be set by the Board of Directors in accordance with the needs of the Club. Camping fees will be reviewed on an annual basis. The site caretaker will check campsites for camping permits along with his/her usual daily rounds.
4. By signature on registration form, the member or spouse agrees to assume responsibility for their campsite, camping unit, dependent(s) left unattended anytime day or night at camping facilities. Anyone creating problems or disturbance for other campers/Park users will be directed to leave the Park. Parents will be contacted to pick up dependents creating problems.
5. All camping units must be registered at the Guard shack. Complete proper forms and put payments in Guard shack door slot.
6. Forty-eight (48) hours after owner's notification, unregistered camping units will be "locked" and the owner will be subject to disciplinary action by the Club's Board of Directors.
7. CAMPING PERMIT MUST BE DISPLAYED ON EACH SITE'S NUMBERED POST PROVIDED.

DuPont Employees Recreation Club **BY-LAWS** Last Revised: 3/13/2026

8. Campers must take care of own site and dispose of trash properly. Gray" (or drain) water must be collected and dumped at dumping station and not allowed to run onto ground or through hose to another ground location.
9. Quiet hours are from 11:00 PM to 7:00 AM.
10. No uncontained/unattended fires will be permitted at campsite. Fire rings are provided for each campsite.
11. All pets must be kept on a leash.
12. Camping is permitted only in designated numbered campsites.
13. Recreational vehicles (boats, campers, etc.) can be stored at the pool parking lot during the winter months (September 15th through May 1st) at a fee set by the Board.
14. Failure to follow DERC Camping Rules and Regulations will result in the camper being banned from any further use of camping facilities.
15. DERC WILL NOT BE RESPONSIBLE FOR ANY DAMAGED, LOST OR STOLEN PERSONAL PROPERTY, OR ANY INJURIES WHILE ON PREMISES.

Pricing of all campsites will be set by the Board of Directors for each year.

XIII. ACTIVITIES BUILDING/PARKING RULES & REGULATIONS

1. The member making a reservation for the Activity Building will be responsible for the building and all contents, since all property located in the building is owned by the DERC.
2. The Park will close at 10:00 PM. In order to use the building beyond Park closing time advance arrangements need to be made with the Park Commissioner.
3. No activity shall be held past 2:00 A.M.
4. General cleanup is expected of the building after activity held. This will include:
 - All food disposed of properly
 - All tables and chairs wiped clean and put away
 - Kitchen counters and appliances clean from any residue
 - No holes are allowed in the walls or ceilings
 - Do not remove any of the DERC pictures from the walls
 - Any string or tape used is to be removed
 - All trash picked up and put into trash cans
 - There are to be NO fires in the Activity Building fireplace
 - All lights out
 - All doors and gate locked (includes utility room and kitchen, doors to building inside and out, and gate at the entrance to the Park)
5. Any maintenance problems must be reported to the Park Commissioner or the DERC President promptly.
6. The building will be inspected before and after each use. Misuse of, or damage to the building and/or its contents without proper restitution will result in the refusal of future reservations for the responsible renter. For members this could result in possible membership suspension, if deemed necessary by the Board of Directors. This will also result in the security deposit being retained by DERC.

7. DERC will not be held responsible for any lost, stolen, or damaged personal property. DERC and the Board of Directors will not be held responsible for any accidents.

8. All guests attending events at the Activity Building must be restricted to that building unless permission has been granted by the Reservations Committee for use of other facilities. The responsibility still lies with the individual making the reservation.

9. DERC activities already scheduled will take precedence over any other reservation requests. * These DERC activities will normally be scheduled prior to 6 months in advance. All exceptions to this rule must be approved in advance by the Board of Directors.

10. Monday-Friday 7am-4pm the DERC Activities building is not rented for outside use. The Washington Works Plant Business meetings will take precedence over any schedule conflicts. If arrangements are made in advance, DERC Activities building can be reserved for decorating of upcoming rental.

XIV. ANTI-RACISM/ETHNIC DISCRIMINATION STATEMENT

DERC recognizes structural racism/ethnic discrimination and other forms of oppression have contributed to persistent disparities which we seek to dismantle.

We understand that these disparities have existed in the past and persist into the present.

We acknowledge that these inequities are the result of policies and practices that work to marginalize entire populations of people.

We unequivocally denounce racism/ethnic discrimination because it undermines the well-being and vitality of our community.

DERC will continually strive to engage our community members, especially those whose voices have traditionally been marginalized.

We commit to creating a more equitable community for our members.

XV. COUNTER TERRORISM LAWS

DERC complies with the U.S. Patriot Act and all other counter terrorism laws. Affirmative action is taken to prevent technical, in-kind, or other resources from inadvertently being used for illegal acts and terrorist activities.

This Organization is not on any federal terrorism “watch lists,” including the list in Executive Order 13224, the master list of specially designated nationals and blocked persons maintained by the Treasury Department, and the list of Foreign Terrorist Organizations maintained by the State Department.

This Organization does not, will not and has not knowingly provided financial, technical, in-kind, or other material support or resources* to any individual or entity that is a terrorist or terrorist organization, or that supports or funds terrorism.

This Organization does not, will not and has not knowingly provided or collected funds or provided material support or resources with the intention that such funds or material support or resources be used to carry out acts of terrorism.

This Organization does not, will not and has not knowingly provided financial or material support or resources to any entity that has knowingly concealed the source of funds used to carry out terrorism or to support Foreign Terrorist Organizations.

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This Organization does not re-grant to organizations, individuals, programs and/or projects outside of the United States of America without compliance with IRS guidelines.

This Organization takes reasonable, affirmative steps to ensure that any funds or resources distributed or processed do not fund terrorism or terrorist organizations.

This Organization takes reasonable steps to certify against fraud with respect to the provision of financial, technical, in-kind, or other material support or resources to terrorists and terrorist organizations.

*In this content, "material support and resources" means currency or monetary instruments or financial securities, financial services, lodging, training, expert advice or assistance, safe houses, false documentation or identification, communications, equipment, facilities, weapons, lethal substances, explosives, personnel, transportation, and other physical assets, except medicine or religious materials.