

MISCONDUCT NOTES - TRAINER: PETER

(Internal Management Document - KingsFitnessCenter)

1. MISCONDUCT NOTES

A. Professional Misconduct

- Flirting with clients (Mercy & Cate) via WhatsApp and calls.
- Attempting fake romantic relationships with female clients.
- Engaged in a sexual relationship with a client (Ann Odongo), resulting in client discontinuation.
- Displayed unprofessional attitude and mood swings toward clients.
- Ignored or neglected clients during paid sessions.

B. Financial Misconduct

- Collected money directly from clients without reporting to management.
- Failed to hand over payments from clients he trained.
- Took Ksh 2,500 from a new female client without reporting.
- Overcharged clients beyond official gym packages (examples: Kahia, Gabu/KRA).

C. Loss of Clients

- Lost 5 female clients due to misconduct:
 - Mercy & Cate moved to Gym Ones.
 - Maggie moved to Fitmania after being asked for money and unprofessional behavior.
 - Ann discontinued sessions after inappropriate relationship.

D. Damage to Gym Reputation & Operations

- Created an unsafe environment for women.
- Trainer Eve left partly due to workplace tension.
- Complaints have increased over time.
- Actions are harming KingsFitnessCenter's brand.

2. STRICT RESTRICTIONS - FINAL WARNING

(LAST CHANCE CONDITIONS)

A. Payment Restrictions

- Peter is not allowed to receive any money from clients.
- All payments must go through Stephen (Head Trainer & Manager).
- If not paying cash -> clients must use the official MPESA Till.
- Any hidden payment = automatic termination.

B. Professional Behavior Rules

- No flirting, private chats, or romantic attempts with any client.
- Communication limited to professional matters (training schedules, gym updates).
- Any client complaint = immediate dismissal.
- No negative attitude, rudeness, or disrespect to clients.

C. Training & Attendance

- Must train every client who has paid.
- No session should be missed, delayed, or ignored.
- Maintain a daily training log including:
 - Client name
 - Time trained
 - Session duration
 - Training details
- Logs reviewed daily by management.

D. Conduct & Discipline

- Must follow gym rules 100%.
- Maintain professional boundaries with all clients.
- Follow instructions from Stephen without resistance or argument.
- Non-compliance = automatic termination.

E. 30-Day Probation Monitoring

- Peter is under strict monitoring for 30 days.
- One mistake = immediate termination.
- No excuses, warnings, or debates.