**Section 5210.100 Memberships in Private Clubs**

An employer which maintains a practice of purchasing, reimbursing or subsidizing memberships for any of its employees in private clubs must ensure that the practice is followed consistently among employees without regard to sex. An employer may not purchase, reimburse or subsidize an employee's membership in a club which limits its memberships based upon sex if the practice results in any disparity in overall professional status, advancement opportunities, or total compensation based upon sex.