



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Code of Conduct

Members join the Y in an intentional step toward seeking new opportunities to learn, grow and thrive. Our membership code of conduct embodies the spirit and values of the Y, and is intended to help everyone including members, participants, and guests feel welcome and safe at the YMCA.

We Encourage the following:

- Engage in Healthy Lifestyles
- Respect Differences and Celebrate Diversity
- Model Empathy
- Learn New Skills
- Meet Other People
- Support Relationships
- Volunteering
- Being a Role Model
- Behaving in a Safe Way

As a member, participant or guest, you agree to follow our code of conduct which is rooted in the values of caring, honesty, respect, responsibility and equity. That's why the following personal conduct is prohibited in all YMCA facilities, programs, and online communities:

Inappropriate attire: Appropriate attire must be worn at all times. No clothing with vulgar language, obscene gestures, racial slurs, or anything that contributes to a hostile environment or would be considered inappropriate in a family facility. See dress code for more information.

Inappropriate language: Hostile or vulgar language, including swearing, name-calling or shouting.

Threatening physical contact: Physical contact with another person in any hostile or threatening way including but not limited to "play fighting".

Sexual activity: Any demonstration of sexual activity or sexual contact with another person.

Harassment/intimidation: Harassment or intimidation by words, gestures, body language or any menacing behavior that demeans another person or culture.

Theft/destruction of property: Theft or behavior that results in the destruction of property.

Food and drink: Healthy snacks are permitted in the community room or at seating areas around the outside of the building. Food delivery service is not allowed. No food is permitted in other areas of the building.

Weapons: Carrying or concealing any weapons or devices or objects that may be used as weapons (including items that appear to be real). The YMCA bans all weapons on premises with or without a permit.

Illegal chemicals or alcohol: Using or possessing alcohol or drugs on YMCA property, in YMCA vehicles, or at YMCA sponsored programs.

Inappropriate conduct: Any other conduct of an inappropriate, threatening or offensive nature including accessing or assisting someone else's access to our building (not from the main entrance of the facility).

Loitering: Loitering is not permitted in or outside YMCA facilities or programs.

Inappropriate cell phone activity: Cell phone or photographic/video equipment use of any kind – organizing playlists, music, texting, camera functions, video recording – is not permitted in the locker rooms at any time. Phone calls are not allowed in fitness areas.

Tobacco: The use of tobacco or tobacco-like products, including e-cigarettes or vapes, are not permitted in or outside YMCA facilities or programs, or on YMCA property or program sites. YMCA facilities, grounds, and vehicles are all tobacco-free environments.

Social Media: Use of social networking websites in a manner that is contrary to the YMCA's mission, is detrimental to the community or is in violation of the law.

Recording Devices: Cameras, camera phones and all other camera or video recording devices are PROHIBITED from use in all bathrooms, locker rooms and changing areas. Members and guests are encouraged to be responsible for their personal comfort and safety by requesting that any offensive behavior be stopped from any person who is in violation of the Code of Conduct. If a member feels uncomfortable confronting the person directly, they should report it immediately to a Y staff person.

Personal Belongings: Teens/Youth are permitted to carry water bottles and cellphones throughout the fitness center. We ask that 12 - 14-year olds store all loose clothing, jackets, bags, etc. in the gymnasium. However, please note the YMCA does not assume responsibility for personal property that is lost, stolen or damaged.

Music – Music should not be played out loud. Members are encouraged to listen to music while in the facility, through their own personal devices, utilizing headphones or earbuds. We ask that you keep the music to a minimum volume, so as not to disturb or offend other members.

Cell Phones and Electronic Devices – Cell phone usage is restricted in all locker rooms, restrooms, and on the Wellness Room Floor, Indoor Track, Odyssey Center, Gymnasium and Group Exercise Rooms. No usage of cell phones is permitted while sitting on equipment. Any behavior that violates another member's privacy, is disruptive, or poses a threat will not be permitted. This includes, but is not limited to: all personal phone calls, photography, or video recording of any other member without their consent.

Dress Code Our YMCA is a family-friendly environment and we ask that all members, visitors, and guests refrain from wearing offensive or inappropriately revealing attire. Those members who do not meet the dress code will be asked to change, or they may be asked to leave.

Shorts – Should be athletic shorts, finger-tip length. Pants/Shorts – Should not expose undergarments.

Footwear

- Fitness Centers: Must wear closed-toe, clean, athletic shoes. No slip-on shoes are permitted, including crocs.
- Gymnasium: Black-soled shoes should be non-marking.

Shirts – T-shirts, long-sleeve shirts, or tank tops must be worn while in the facility. Chest, sports bra, and midriff must be completely covered.

If a member, participant or guest feels uncomfortable in confronting someone directly about offensive behavior or other issues that are in violation of the code of conduct they should report the behavior to a YMCA team member.

Suspension or termination of YMCA membership may result from a violation of this Code of Conduct. While an incident is being investigated, the membership of the person(s) accused of violating this Code of Conduct may be temporarily suspended pending a final decision.

To create and maintain a space that embodies our core values, the Y is serious about being clear regarding activities that are not allowed. **If you or your invited guests violate this code of conduct, consequences can include termination of membership or program privileges. The YMCA reserves the right to make situational decisions based on its mission and values.**

CHILD PROTECTION AND ANTI-ABUSE POLICY - Our organization is committed to providing all youth with a safe environment and have zero tolerance for abuse.

Our organization will not tolerate the mistreatment or abuse of any youth, by any youth or adult, and therefore will not tolerate any behavior that is classified under the definition of bullying (physical, verbal, nonverbal, relational, or cyber bullying). To the extent that such actions are disruptive, we will take the necessary steps to eliminate such behaviors.

Anyone who witnesses suspicious or inappropriate behavior, including bullying, with or between youth are required to report it. All reports of suspicious or inappropriate behavior with youth, or allegations of abuse, will be taken seriously. Our organization will fully cooperate with authorities if allegations of abuse are made and investigated by authorities.

Some areas of our facility utilize video technology to protect all people, and will be turned over to authorities when needed.

The SDYMCA reserves the right to deny access or membership to any person who has been accused or convicted of any crime involving child abuse, is or has been a registered sex offender, has ever been convicted of any offense related to the sale, possession, and/or transportation of illegal drugs, or who shows signs or symptoms of being under the influence of illegal drugs, chemicals, narcotics, or intoxicating beverages.

At all times, all minor children must be accompanied to the restroom or locker room by the child's parent or a YMCA staff member or volunteer (screened and trained). At no time is a staff person, volunteer, or member ever to be alone with a single child, teen, or vulnerable adult, where others cannot observe them. When a youth program is in session, designated restrooms or locker rooms will be blocked off to the public.

While an incident is being investigated, the membership of the person(s) accused of violating this agreement may be temporarily suspended pending a final decision. Depending on the nature of the violation, the YMCA reserves the right to suspend or terminate any membership without re

SUSPENSION OR REVOCATION OF MEMBERSHIP

The Membership Director, Health and Wellness Director or CEO of the YMCA has the authority to deny, suspend or revoke membership to any individual as well as access on its premises if it has been determined that said individual's actions has or may violate our code of conduct or any other policy of the YMCA.

Code of Conduct VIOLATION PROCESS *

1. **Verbal Warning** – Verbal warning given by Y staff to member/guest. Noted on account.
2. **2nd Verbal/written Warning** – Verbal warning given by Y staff to member/guest. Noted on account and written warning sent to parent of youth or to the adult violator with copy of code of conduct, by Director
3. **Suspension or Terminations of Membership**
 1. **Youth** – Return to facility includes limited access determined by director/CEO.

2. **Adult** – Return to facility may be limited and determined by director/CEO.

*The Membership/Wellness director or CEO reserves the right to issue suspension immediately, if deemed necessary.

Name

Signature (if under 18, must be signed by a parent)