



**YMCA of Central Stark County
Member & Guest Code of Conduct
(including all Program Participants, Third-Party Organizations, & Visitors)**

The YMCA of Central Stark County is committed to providing a safe and welcoming environment for all members and guests. We strive to create a culture that is safe, nurturing, empowering, and that promotes growth and success. To promote this climate, all individuals are asked to act appropriately at all times when in our facility or participating in our programs.

We expect persons using or visiting the YMCA to act maturely, to behave responsibly, and to respect the rights and dignity of others. Our Member & Guest Code of Conduct outlines acceptable and prohibited actions, but the actions listed below are not an all-inclusive list of behaviors.

Zero Tolerance Policy

The YMCA of Central Stark County has zero tolerance for abuse and will not tolerate the mistreatment or abuse of youth and/or vulnerable populations in its programs. Abuse of any kind will not be tolerated and confirmed abuse will result in immediate dismissal from this organization. Use of abusive language, obscene or profane language, including racial, religious, or sexual references directed at other people will not be tolerated. It is important to treat others as you would like to be treated. Members and guests shall not engage in verbal, emotional, physical, or sexual abuse or mistreatment of other individuals.

We will fully cooperate with the authorities if allegations of abuse are made that require an investigation.

CONDUCT WITH YOUTH & VULNERABLE POPULATIONS

1. All members and guests will maintain an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
2. Members and guests will be treated fairly, regardless of race, sex, sexual orientation, age, gender, or religious preference.
3. Members and guests will adhere to organizational policies regarding one-on-one interactions and will always follow the YMCA'S Rule of Three (Ex. two youth and one adult). During a Y program, members and guests may not be alone with a minor where others cannot observe them, outside of your own family members and guests.
4. Members and guests will adhere to best practices of appropriate and inappropriate physical & verbal interactions. Examples are outlined below:

Appropriate Physical Interactions	Inappropriate Physical Interactions	Appropriate Verbal Interactions	Inappropriate Verbal Interactions
<ul style="list-style-type: none"> • Side hugs • Shoulder-to-shoulder or "temple" hugs • Handshakes • High-fives and hand slapping • Holding hands (with young children in escorting situations) <p>**Avoid giving hugs or resting your hand anywhere on a youth's body.</p> <p>***Physical contact should be shared only in the presence of trustworthy witnesses and never in one-on-one situations.</p>	<ul style="list-style-type: none"> • Full-frontal hugs • Kisses • Playing games that involve inappropriate contact • Tickling • Wrestling • Lap sitting • Laying down beside someone • Piggyback rides • Any type of massage • Any form of affection that is unwanted • Contact with the bottom, chest, or genital areas (bathing suit areas) • Exposing oneself • All forms of corporal punishment • Aggressive, angry or threatening physical contact with another person • Seeking private or one-on-one time with youth not observable by others 	<ul style="list-style-type: none"> • Positive reinforcement • Age-Appropriate jokes • Encouragement • Praise • Strength-based conversations 	<ul style="list-style-type: none"> • Name-calling • Bullying • Cursing • Angry or vulgar language • Verbally abusive shouting • Secrets • Off-color or sexual jokes • Shaming, belittling • Derogatory remarks • Oversharing personal history • Sexually explicit conversation • Harsh language that may frighten, threaten or humiliate others • Compliments relating to physique or body development • Harassment by words, gestures, or body language • Viewing or showing others pornographic materials

PROHIBITED ACTIONS

1. Physical bullying, verbal bullying, nonverbal or relational bullying, cyberbullying, sexualized bullying, and hazing.
2. Staring at or commenting on another person's body.
3. Romantic or otherwise sexual relationships between a minor and an employee or volunteer.
4. Direct or text messaging between minors and employees/volunteers, as well as, engagement on social media.
5. Use or possession of alcohol, illegal drugs or chemicals on YMCA property or in YMCA vehicles.
6. Smoking or vaping on YMCA property – the YMCA and its property is a smoke-free environment.
7. Carrying or concealing a weapon or any device or object that may be used as a weapon.
8. Violence and threats of violence on our grounds, in our facilities, in other facilities being utilized or visited by our organization, or during organization-sponsored activities and events.
9. Inappropriate or disruptive behavior. This includes, but is not limited to, graffiti, littering, spitting, or throwing objects that could intentionally or unintentionally harm others or cause disorder.
10. Theft or behavior that results in the destruction or loss of property.
11. Wearing inappropriate, immodest, or sexually revealing attire.
12. Loitering within or on the grounds of the YMCA.
13. Use of camera cell phones in the YMCA bathrooms, locker rooms and/or changing areas.
14. Taking pictures/videos of another person without their permission and/or knowledge.

Engagement in any of the above actions may result in suspension or termination of the YMCA membership and/or dismissal from the facility and/or any programming. These actions will be reported to the proper authorities, as appropriate, and will be prosecuted to the fullest extent of the law. In addition, the YMCA reserves the right to deny access or membership to any person who has been accused or convicted of any crime involving sexual abuse, is or has been a registered sex offender, has ever been convicted of any offense relating to the use, sale, possession, or transportation of narcotics or habit forming and/or dangerous drugs, or is presently or habitually under the influence of dangerous drugs or chemicals, narcotics, or intoxicating beverages. The YMCA conducts regular sex offender screenings on all members, participants, and guests. In order to carry out these policies, we ask that members and guests identify themselves to staff when asked.

MEDICAL ATTENTION

Members and guests who require medical attention while at the Y, including needing medical care from staff or emergency services, will need to provide medical clearance to the Y staff when returning to wellness or programming.

REPORTING

Members and guests are encouraged to notify a staff member if assistance is needed for any reason or if their personal comfort and safety may be threatened in any way. Members and guests should immediately report suspicious or inappropriate observations, concerns, behaviors and/or policy violations. Reports should be made to a YMCA employee and/or to the Associate or Branch Executive Director at that location. Branch Executive Directors will investigate all reported incidents. If in his/her discretion, a violation of the YMCA Member & Guest Code of Conduct has occurred, suspension or termination of YMCA membership privileges and access may result. Anonymous reports may also be submitted through our [Online Reporting Tool](#). Allegations or incidents of abuse or neglect can also be reported to the Ohio Department of Job & Family Services by calling 855 O-H-CHILD. Please refer to the ODJFS [website](#) on reporting child abuse and neglect for more information. The Praesidium Helpline is also available for questions and referrals by calling (855) 347-0751.

I have read, acknowledge and agree to comply with the YMCA of Central Stark County Member & Guest Code of Conduct.

Member / Guest Printed Name *(Include Parent/Guardian Name for Minors)*

Date

Member / Guest Signature *(Include Parent/Guardian Signature for Minors)*

Date