



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

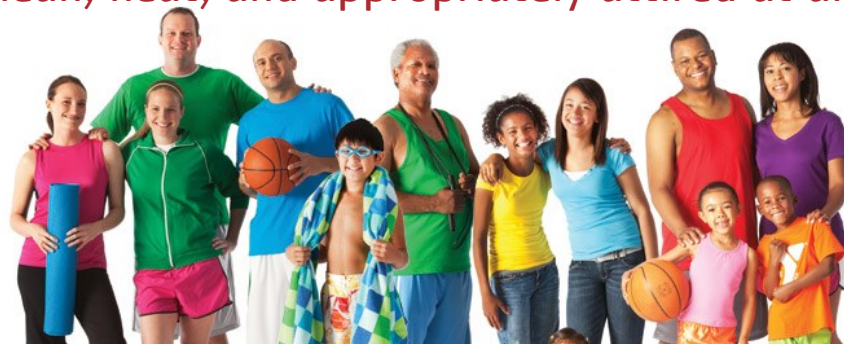
OUR Y COMMUNITY

MEMBER CODE OF CONDUCT

At the YMCA, creating a safe and welcoming environment is a team effort. We ask everyone; staff, members, and guests to follow our Code of Conduct which is based on our core values of caring, honesty, respect, and responsibility.

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1. All individuals will be treated with respect at all times regardless of race, color, religion, creed, sex, sexual orientation, gender identity, national origin, ancestry, age, veteran status, and/or disability.
2. Members will not use or be under the influence of alcohol or illegal drugs while at the YMCA.
3. Members will not have sexually oriented materials, including printed or online pornography on YMCA property, or the premises where YMCA programs are held. Members may not engage in sexual activity at the YMCA.
4. Members will comply with the organization's policies regarding interactions with youth during and outside of our programs.
5. Members will not abuse youth, other members, or staff in the following (but not limited to) ways:
 - Physical abuse: hitting, spanking, slapping, unnecessary restraints
 - Verbal abuse: degrading, threatening, cursing
 - Sexual abuse: inappropriate touch, exposing oneself, sexually oriented conversations
 - Mental abuse: shaming, humiliation, cruelty
 - Neglect: withholding food, water, shelter, or other basic rights
6. Our members will report any suspected abuse or neglect to our Executive Director or Associate Executive Director and be ready to comply with reporting and investigating needs from the state authorities.
7. Members will act as positive role models by maintaining an attitude of respect, patience, courtesy, tact, and maturity.
8. Members will appear clean, neat, and appropriately attired at all times.



Cooperation among staff, members, and guests is an important part of making our YMCA welcoming to all. Suspension or termination of membership or employment with the YMCA may result from violating this Code of Conduct.