

YMCA of the East Bay
CODE OF CONDUCT
Members, Participants, Parents, Volunteers

Welcome to the YMCA of the East Bay. The YMCA is an inclusive organization that strives to create an environment where all people feel welcome, comfortable and secure. Therefore, we have adopted the following code of conduct that applies to everyone at our facilities and while participating in our YMCA sponsored programs.

Individuals are expected to:

- Uphold the YMCA core values of caring, respect, responsibility and honesty.
- Follow facility usage and safety rules.
- Maintain an atmosphere free of derogatory or unwelcome comments, conduct or actions.
- Maintain an atmosphere free of negative behavior focused on another's sex, race, ethnicity, age, religion, disability, sexual orientation or any other legally protected status.
- Be respectful and cooperative with YMCA staff and fellow participants.

The following are not acceptable in YMCA facilities and programs:

- Abusive, harassing, intimidating or obscene language or gestures
- Sexually explicit conversation or behavior, any sexual contact with another person
- Threats of harm, physical aggression or violent acts
- Clothing, signs, symbols, jewelry, tattoos or anything visible that conveys a message of hate, exclusion, intimidation, threat or violence
- Weapons of any kind
- Smoking on YMCA property – the YMCA and its property is a smoke free environment
- Damaging or defacing YMCA property
- Possession, sale, use or being under the influence of alcohol or other controlled substances
- Offensive and unlawful conduct
- Loitering or Solicitation within or on the grounds of the YMCA

Protection of children is an essential value of the YMCA of the East Bay. To uphold this value, the YMCA reserves the right to revoke the membership of or deny access or membership to any person, including one who has been charged with or convicted of any crime involving sexual abuse or who is required by law to register as a sex offender.

Failure to follow the YMCA of the East Bay Code of Conduct will result in disciplinary actions, which may include immediate eviction from the premises, loss of privileges and suspension or termination of membership. The YMCA may contact security, police or other authorities for assistance or to take appropriate legal action.

We encourage individuals who experience or observe inappropriate conduct to promptly report their concerns to YMCA staff. We will make every effort to ensure that reports are investigated and resolved promptly and effectively.

Name (printed) _____ Signature _____ Date _____

(If under the age of 18, a parent/guardian must sign for the minor)

Minor's Name: (printed) _____

