



Joining the YMCA signifies an intentional step towards embracing new opportunities to learn, grow, and thrive. Our members come together with men, women, and children from the community in a shared commitment to youth development, healthy living, and social responsibility. Guided by the core values of caring, honesty, respect, and responsibility, the YMCA collaborates with each member daily to help them realize their full potential. We promote and expect the same values from our members to ensure a safe, fun, inclusive, and nurturing environment for all.

ZERO TOLERANCE POLICY

The YMCA maintains a zero-tolerance policy for the following behaviors, which are prohibited on YMCA premises or at YMCA-sponsored events:

- **Inappropriate Sexual, Physical, or Verbal Contact**
- **Posturing, Bullying, or Intimidation**
- **Use or Possession of Alcohol** (unless expressly permitted for special events) or **Illegal Chemicals**
- **Smoking** – The YMCA is a smoke- and tobacco-free environment, including cigarettes, e-cigarettes, vaporizing pens, and chewing tobacco.
- **Carrying or Concealing Weapons** or any device or object that may be used as a weapon (unless law enforcement).
- **Harassment or Intimidation** by words, gestures, body language, or any menacing behavior.
- **Physical Contact** with another person in an angry, aggressive, inappropriate, or threatening manner.
- **Verbally Abusive Behavior**, including angry or vulgar language, swearing, name-calling, or shouting.
- **Discriminatory Speech or Actions**
- **Sexually Explicit Conversation or Behavior**; any sexual contact with another person.
- **Theft or Behavior Resulting in the Destruction or Loss of Property**
- **Loitering or lingering** while not participating in a YMCA program or activity within or on the grounds of the YMCA.
- **Any Other Behavior Deemed in Conflict with the YMCA Mission** by the Executive Director.

Additionally, the YMCA reserves the right to deny access or membership to any individual who has been accused of the following:

- Conviction of any crime involving sexual abuse, or being a registered sex offender (Note: The YMCA conducts periodic scans on the National Sex Offender Registry Database).
- History of violent offenses.
- Conviction of any offense relating to the use, sale, possession, or transportation of narcotics or habit-forming and/or dangerous drugs.
- Present or habitual intoxication from drugs or chemicals, narcotics, or intoxicating beverages.

MEMBER, GUESTS, AND PARTICIPANT RESPONSIBILITY

Members, guests, and program participants are encouraged to take responsibility for their personal comfort and safety by addressing any adult whose behavior threatens their comfort. If the behavior does not change, members and guests should not hesitate to notify a staff member for assistance.

MEMBERSHIP TERMINATION

As a private organization, the YMCA reserves the right to terminate the membership of any individual who does not adhere to the Code of Conduct. This applies both on-site at any facility and during participation in any YMCA-affiliated event, regardless of location. YMCA staff have the discretion to determine what constitutes inappropriate behavior and to enforce suspension or termination accordingly.

DISCIPLINARY PROTOCOL

The following disciplinary protocol will be applied for violations of the Code of Conduct. These steps can be skipped depending on severity of violation.

- 1st Offense: Warning (member may be asked to leave if the rule/policy is not followed).
- 2nd Offense: 2-week suspension.
- 3rd Offense: 1-month suspension (no refunds on membership will be provided).

By adhering to this Code of Conduct, all members contribute to a positive and respectful environment where everyone can enjoy the benefits of the YMCA.