



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA OF FLORIDA'S FIRST COAST CODE OF CONDUCT

Members, Participants and Guests

The YMCA of Florida's First Coast is committed to providing a safe and welcoming environment for all members, participants, and guests. The YMCA reserves the right to deny access or membership to any person who fails to comply with safety protocols, policies and procedures that are in place to protect the health and well-being of all.

Communicable Diseases

If you have a fever or have symptoms of a contagious illness, please stay home until you are well.

1. Wash hands frequently and use provided sanitizer before and after a workout.
2. Wipe down equipment with provided disinfectant wipes before and after use.

We expect everyone using the YMCA to act maturely, behave responsibly and respect the rights and dignity of others. Below is a list of prohibited actions, but the actions listed below are not an all-inclusive list of behaviors considered inappropriate in our facilities or programs.

Abuse or Mistreatment

Our organization's top priority is keeping all individuals safe. Any form of abuse or mistreatment of others is prohibited. Individuals shall not abuse or mistreat others in any way. 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.

Appropriate Physical Interactions

- *Side hugs*
- *Shoulder-to-shoulder or "temple" hugs*
- *Pats on the shoulder or back*
- *Handshakes*
- *High-fives and hand slapping*
- *Verbal praise*
- *Pats on the head when culturally appropriate*
- *Touching hands, shoulders, and arms*
- *Arms around shoulders*

Inappropriate Physical Interactions

- *Full-frontal hugs*
- *Kisses*
- *Showing affection in isolated areas*
- *Lap sitting*
- *Wrestling*
- *Piggyback rides*
- *Tickling*
- *Exposing oneself*
- *Touching bottom, chest, or genital areas*
- *Any type of massage given by or to another individual*
- *Any form of affection that is unwanted by a participant or the employee or volunteer*
- *Compliments relating to physique or body development*
- *Hitting*
- *Spanking*
- *Shaking*
- *Slapping*
- *Unnecessary restraints*
- *Viewing or showing others pornographic materials*



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Appropriate Verbal Interactions

- *Appropriate jokes*
- *Encouragement*
- *Praise*

Inappropriate Verbal Interactions

- *Name-calling*
- *Bullying*
- *Ridicule or Humiliation*
- *Discussing sexual encounters*
- *Cursing*
- *Hazing*
- *Off-color or sexual jokes*
- *Shaming*
- *Belittling*
- *Derogatory remarks*
- *Harsh language that may frighten, threaten, or humiliate others*
- *Derogatory remarks about another individual or his/her family*
- *Inappropriate games like Truth or Dare and Never Have I Ever*

Appropriate Attire and Dress

Appropriate attire is expected: Inappropriate, immodest, or sexually revealing attire is prohibited. Because people of all ages share the locker rooms, everyone must exercise discretion and modesty when changing. Nudity is not permitted in common spaces. Use private changing areas or bathroom stalls when changing and wear clothing in the common spaces, saunas, and steam rooms.

Personal Relationships

Friendships between individuals are encouraged. However, our organization strongly discourages romantic relationships between participants while in programs. Individuals are not permitted to hold hands, sit on others' laps, use full-frontal hugs, or kiss other participants while in programming. There should never be, under any condition, a romantic or otherwise inappropriate personal relationship between a minor participant and an adult employee or volunteer.

Electronic Communication

All communication between employees and/or volunteers and minor members and/or participants must be approved by a minor's parents and/or guardians and must be in an open electronic environment. The "Rule of Three" must be observed in all electronic communications between minors and employees and/or volunteers. For example, there should be two employees and/or volunteers included in text messages and emails with minors. Direct, private messaging between minors and employees and/or volunteers is not allowed.

Alcohol, Drugs, and Tobacco

Possession and/or use of alcoholic beverages, drugs, and tobacco products while at facilities or attending programs is prohibited. All individuals will not be permitted to participate in any program while under the influence of alcohol, drugs, or illicit substances. Parents/guardians will be notified as appropriate.



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Weapons

We want our organization to be a safe place for adults, children, and families. Weapons and items that may be considered weapons are prohibited. Anyone found to be in possession of such items will be required to leave and the items will be confiscated. This includes laser pointers. Parents/guardians, and/or the authorities will be notified as appropriate.

Violence

Our organization seeks to provide a safe environment for individuals in our community. Violence and threats of violence will not be tolerated, on our grounds, in our facilities, in other facilities being utilized by us, or during *any* sponsored activities and events. Employees are available to assist in the resolution of differences.

Theft and/or Dishonesty

Theft or behavior that results in the destruction or loss of property will not be tolerated. Providing false information when registering for membership or programs can result in immediate termination.

Disruptive Behavior

Inappropriate or disruptive behavior is not permitted in our Ys or programs. This includes, but is not limited to, graffiti, littering, spitting, or throwing objects that could intentionally or unintentionally harm others or cause disorder.

Bullying

In addition, the Y will not tolerate any behavior that is classified under the definition of bullying, and to the extent that such actions are disruptive, we will take steps needed to eliminate such behavior. Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all individuals.

Bullying is aggressive behavior that is intentional, is repeated over time, and involves an imbalance of power or strength. Bullying can take on various forms, including:

- Physical bullying: when one person engages in physical force against another person, such as by hitting, punching, pushing, kicking, pinching, or restraining another.
- Verbal bullying: when someone uses their words to hurt another, such as by belittling or calling another hurtful name.
- Nonverbal or relational bullying: when one person manipulates a relationship or desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.
- Cyberbullying: the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website postings (including blogs). Cyberbullying can involve:
 - Sending mean, vulgar, or threatening messages or images;
 - Posting sensitive, confidential information about another person;
 - Pretending to be someone else to make that person look bad;
 - Intentionally excluding someone from an online group.



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- Hazing: an activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers that person regardless of that person's willingness to participate.
- Sexualized bullying: when bullying involves behaviors that are sexual in nature. Examples of sexualized bullying behaviors include sexting, bullying that involves exposures of private body parts, and verbal bullying involving sexualized language or innuendos.

Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all members, participants, guests, employees, and volunteers.

Reporting

Because our organization is dedicated to maintaining zero tolerance for abuse, it is imperative that everyone actively participates in the protection of all.

Examples of Suspicious or Inappropriate Behaviors Between Individuals

- Violation of any abuse prevention policies
- Seeking private time or one-on-one time with others
- Buying gifts for individuals
- Making suggestive comments
- Picking favorites

If you see any suspicious or inappropriate behavior and/or policy violations on the part of others, please take personal responsibility to report your concerns or complaints to the YMCA manager. You can also contact the YMCA Corporate Office at 904.296.3220 or our Anonymous Helpline at 1.844.995.0382.

Waivers

All members, participants and visitors must sign the waiver **as is** to enter the facility. No changes may be made to the waiver.

Registered Sex Offenders and Predators

The YMCA reserves the right to deny access to any person who has been accused or convicted of any crime involving sexual abuse, is or has been a registered sex offender or predator.