

## YMCA CODE OF CONDUCT

The Youngstown YMCA is committed to providing a safe and welcoming environment for all members and guests. Members and guests are expected to exhibit good behavior, common courtesy, respect for others, and respect for the facility. Our code of conduct does not tolerate any language or action that can hurt or frighten another person. Specifically, this includes:

- Disrespectful or physically injurious behavior such as fighting or physical contact with another person in an angry or threatening manner.
- Foul language or conduct.
- Destruction or theft of an individual's or YMCA property.
- Failure to observe rules and policies.
  - Misuse of equipment or facilities.
  - Criminal activity.
  - Inappropriate attire.
- Demonstration of sexual activity or sexual contact with another person.
  - Harassment or intimidation by words, gestures, body language, or any other menacing behavior.
  - Carrying or concealing any weapons or devices or objects which may be used as weapons.
  - Using or possessing illegal chemicals, alcohol, smoking, vaping or any use of tobacco on YMCA property, in YMCA vehicles, or at YMCA sponsored programs.

Report misconduct to a staff person. Immediate suspension or termination of YMCA membership privileges may result if a violation of the Code of Conduct has occurred.

### Policy Prohibiting the Abuse or Mistreatment of One Consumer by Another Consumer

The organization has zero tolerance for abuse, mistreatment, or sexual activity among consumers within the organization. This organization is committed to providing all consumers with a safe environment and will not tolerate the mistreatment or abuse of one consumer by another consumer. Conduct by consumers that rises to the level of abuse, mistreatment, or sexual activity will result in intervention or disciplinary action, up to and including, dismissal from the program.