



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

**Code of Conduct**

The YMCA will encourage its members to participate actively and continuously in anticipation that they will become committed to our mission of enriching the spirit, mind and body of the individual and the family.

A member or program participant may be suspended by staff from any specific privilege for violation of rules of this code of conduct.

A member or program participant may be expelled by staff for unbecoming conduct. In the case of members who are expelled, a refund covering the unexpired portion of the membership will be made. New member fees are non-refundable.

<b>Conduct</b>	<b>Consequence</b>	<b>Authority</b>
Using angry or vulgar language. General disregard of YMCA's policies, rules or property.	<b>Minimum</b> verbal warning <b>If under 18 call parents.</b>	<b>Any staff member</b>
Use of angry, disrespectful or vulgar language with members or staff. Further disregard of YMCA policies, rules or property after verbal warning.	<b>Minimum</b> removal for remainder of day.	<b>Director on Duty</b>
Harassing or intimidating by words, gestures, body language, or any other menacing behavior with members or staff. Second documented one-day removal in 90 days.	<b>Minimum</b> two-week suspension.	<b>Director on Duty Membership Director Branch Executive</b>
Passing of membership cards to unauthorized users. Jeopardizing safety of themselves or others. Physical contact in any angry, threatening or sexual manner. Use of racially motivated language or actions towards staff or members. Second documented two-week suspension in twelve months.	<b>Minimum</b> one-month suspension	<b>Director on Duty Membership Director Branch Executive</b>
<b>Chronic disregard for policies.</b> <b>Physical violence against another, vandalism, stealing or illegal activity.</b> <b>Using or possessing illegal chemical or alcohol on YMCA property or in YMCA vehicles.</b> <b>Carrying or concealing any weapons, devices or objects which may be used as weapons.</b> <b>Second documented suspension in twelve months.</b>	<b>Membership Revoked</b>	<b>Branch Executive</b>

- YMCA always reserves the right to increase the consequences for inappropriate conduct.
- Any staff member has the authority to remove member or guest for the remainder of the day for Code of Conduct violations
- Director on Duty handles incident, fills out Conduct Report and gives it to Membership Director/Branch Executive.
- **Members are responsible for their guests and may have their guest privileges revoked.**
- Membership suspension/revocation is with the individual, therefore, members in a family membership will continue to be allowed to access facility unless special circumstances exist.
- Membership revocation may be reviewed after one year, except for instances involving illegal activity.
- Refunds are given on the balance of their remaining membership.

**I agree that I (and those on my membership) will uphold the mission of the Ed & Ruth Lehman YMCA. I/we agree to demonstrate the YMCA core values of Caring, Honesty, Respect and Responsibility.**