



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

NOTICE OF CODE OF CONDUCT YMCA OF CUMBERLAND, MD

THE EFFECTIVE DATE OF THIS NOTICE IS JANUARY 01, 2019.

THIS NOTICE OUTLINES THE MEMBER, PROGRAM PARTICIPANTS, GUESTS, AND VISITORS CODE OF CONDUCT AND ITS IMPACT ON ACCESS AND MEMBERSHIP. PLEASE REVIEW IT CAREFULLY.

CODE OF CONDUCT

The YMCA is committed to providing a safe and welcoming environment for all. To promote safety and comfort, the YMCA asks all persons to act appropriately at all times when in our facilities, on our property or participating in our programs.

We expect persons using the YMCA to act maturely, to behave responsibly, and to respect the rights and dignity of others. The actions listed below, which are not intended to be an all inclusive list of behaviors, are considered inappropriate and are prohibited in our facilities or programs:

- Using or possessing alcohol or illegal drugs on YMCA property, in YMCA vehicles or facilities, or at YMCA-sponsored programs.
- Smoking on YMCA property - All YMCA buildings and grounds are smoke and tobacco product-free environments. This includes vaping and e-cigarettes.
- Carrying or concealing a weapon or any device or object that may be used as a weapon.
- Harassment or intimidation by words, gestures, body language, or any type of menacing behavior including via social media. This behavior is inappropriate toward other members, guests, visitors, and YMCA staff.
- Physical contact with another person in an angry, aggressive, or threatening way.
- Verbally abusive behavior, including profanity, angry language, swearing, name-calling, or shouting.
- Sexually explicit conversations or behavior, any sexual contact with another person.
- Inappropriate, immodest, or sexually revealing attire.
- Theft or behavior that results in destruction or loss of property.
- Loitering within facilities or on the grounds of the YMCA after being requested to depart the YMCA's property.

Anyone who feels that this Code of Conduct is being violated should immediately report the behavior to a staff person of duty.

Suspension or termination of YMCA membership may result from a violation of this Code of Conduct. While an incident is being investigated, the membership of the person(s) accused of violating this Code of Conduct may be temporarily suspended pending a final decision.

The YMCA utilizes video technology to protect all persons. Cameras are installed in open/public areas only and not in private areas such as locker rooms, restrooms, etc.

IMPACT

In addition, YMCA reserves the right to do background checks on its members as well as screening for sex offenders. Moreover, The YMCA reserves the right to deny access or membership to any person who:

- violated the Code of Conduct;
- has been accused or convicted of any crime involving sexual abuse;
- is a registered sex offender;
- has ever been convicted of any offense relating to the use, sale, possession, or transportation of narcotics or habit forming and/or dangerous drugs;
- has a history of violent offenses.