



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

## **SKAGIT VALLEY FAMILY YMCA**

### **MEMBERSHIP CODE OF CONDUCT**

*It is important that our members, participants, and guests feel welcome at the Skagit Valley Family YMCA and in our programs. The code of conduct embodies the spirit of the Y and is intended to help everyone thrive. As a YMCA staff, participant, volunteer, or guest, we ask you to agree to follow this code of conduct which is rooted in our YMCA core values: honesty, caring, respect, and responsibility.*

#### **COVID-19-related Conduct**

Please visit our [Health and Safety Guidelines](#) page for the most up-to-date conduct expectations.

#### **Member Code of Conduct**

- The YMCA is committed to providing a welcoming, safe, and enjoyable experience to everyone who enters our doors, regardless of age, color, religion, sexual orientation, language, gender expression, or nationality. Therefore, we ask all members and guests to exhibit behavior that follows our values of caring, honesty, respect, and responsibility.
- Individuals who experience or observe negative or dangerous behavior are encouraged to promptly report their concerns to YMCA staff. Every effort will be made to ensure that reports are investigated and resolved promptly, confidentially, and effectively.

#### **The YMCA enforces the following policies and practices to prevent child abuse:**

- All staff and volunteers must read and follow our child abuse prevention policy. Our policy is strict: it prohibits a Y staff person or volunteer from being alone with a child where they cannot be observed by others.
- All staff and volunteers are required to participate in prevention of child abuse training, which includes identifying the signs of abuse and reporting suspected abuse incidents. Staff renew this training every year. Staff and volunteers in direct service with children are also required to undergo additional child abuse prevention training.
- If any Y staff member or volunteer becomes aware of any incident of suspected child abuse, they are required to report the incident to the Washington Department of Social and Health Services immediately for investigation and follow up.

- The YMCA conducts regular sex offender screenings on all members, participants, and guests. If a sex offender match occurs, the YMCA reserves the right to cancel membership, end program participation, and remove visitation access.

### **Harassment Prevention**

Harassment of any kind toward staff, members, and community members will not be tolerated at the Skagit Valley Family YMCA. Harassment includes:

- Unsolicited remarks, gestures, or physical contact.
- Display or circulation of derogatory written materials or pictures that involve gender, race, ethnicity, or religious affiliation, including electronic exchanges or posting.
- Basing personnel decisions on an employee or volunteer's response to sexually oriented requests.
- It is considered sexual harassment when verbal, written, electronic, or physical conduct is sexual in nature or is gender-based; that is, it is directed at a person because of their gender.

All members and community members are expected to treat our staff with respect. Each member of our staff is thoroughly trained and skilled at their work. It is a safety concern when members ignore or disregard directions from employees, particularly those given by our lifeguards. In order to ensure the safety and wellbeing of everyone at the Y, we ask that you please listen carefully and abide by any rules or instructions given to you by our staff. Please be aware that we take harassment of our staff seriously and hold the right to take disciplinary action.

### **Prohibited Behavior**

The actions listed below are behaviors considered inappropriate in our facilities or programs that may result in the suspension or termination of YMCA membership privileges:

- Using or possessing alcohol or illegal chemicals on YMCA property
- Smoking in the YMCA facility
- Carrying or concealing a weapon or any device or object that may be used as a weapon
- Use of cell phones in the YMCA's shower and locker room areas
- Use of any video/picture taking equipment in YMCA's shower rooms, locker rooms, and fitness center area
- Harassment or intimidation by words, gestures, body language, or any type of menacing behavior
- Physical contact with another person in an angry, aggressive, or threatening way
- Verbally abusive behavior, including angry or vulgar language, swearing, name-calling, or shouting
- Sexually explicit conversation or behavior: any sexual contact with another person
- Inappropriate, immodest, or sexually revealing attire
- Theft or behavior that results in the destruction or loss of property
- Loitering within or on the grounds of the YMCA

### **Dress Code**

YMCA members are asked to dress in a manner which is safe and respectful of others and appropriate for exercise or other activities.

### **Program Cancellation**

All scheduled activities, times, fees, and staff may be changed or cancelled by the YMCA. If a class is canceled by the YMCA, a full refund will be given to all participants or the fee will be applied to another class session. Participants must cancel *before* the first day of a new session to receive a refund or full credit. Refund or credit for participants who cancel *after* the session begins must be approved by the program director.

### **Locker Rooms**

- Members and their guests need to provide their own lock or check-out a lock from the membership desk. The Skagit Valley Family YMCA is not responsible for any lost or stolen items.
- Children ages 5 and under are allowed, when accompanied by an adult, in the adult locker room regardless of gender.
- A family locker room is located for families and their children, and for any individual requiring more privacy.
- There is no loitering in the locker rooms at any time.
- All items in lockers must be removed each day when you leave the building. Locks left on lockers at the end of the day will be removed by staff and items will be placed in Lost and Found for thirty (30) days. The YMCA is not responsible for lost or stolen items.
- Cell Phone usage is not permitted, at any time, in YMCA locker rooms. Violation of this policy may result in the suspension and/or revocation of YMCA membership or guest privileges.

Note: The policy of the Skagit Y is to allow each individual to self-identify their gender.

### **Electronic Device Usage**

- As a courtesy to other members, please limit cell phone conversation in program areas of the YMCA. If you need to take a call, please do so in the lobby area.
- Please use headphones when playing music.

### **Accidents/Incidents**

Contact a YMCA staff member immediately if there is an accident or incident. We are here to assist you. However, please be advised that you are participating in all activities at your own risk and are fully responsible for yourself, your children and your guests.

## **VIRTUAL CODE OF CONDUCT**

### **Appropriate Video Call Etiquette**

- When registering/signing-in for any video call or meeting, please use your First & Last Name. This helps us to ensure the privacy of our meetings. Anyone who does not enter their full name when entering a Y program or meeting may be removed.

- If you are able/willing to use the camera on your device, we encourage those participants to use their video function so we can see and hear you.
- Please do your best to keep background noise or distractions to a minimum. Photos and videos of others without their expressed consent is prohibited.

### **Appropriate Attire**

Appropriate attire must be worn at all times. Clothing with vulgar language, obscene gestures, racial slurs, or anything that contributes to a hostile environment or would be considered inappropriate in a YMCA facility or program is not allowed.

### **Creating a Welcoming Environment**

Always respect others. We strive to create a safe emotional and physical space. We encourage participants to honor diversity in all dimensions and respect opinions or perspectives. Any form of bullying, discrimination or racism will not be tolerated and may result in membership suspension or termination.

### **Alcohol, Tobacco and Drugs**

The use of alcohol, tobacco, and drugs (including e-cigs/ tobacco-like products) is not permitted in or outside of ALL virtual calls. Participants that show, obtain, see in the background, make references to or use during the virtual calls will be removed from meeting and removed from future virtual and in-person events.

### **Reporting an Issue**

In order to maintain a space that embodies our core values, we ask that you please report any violations directly to our Human Resources Director at [HR@skagitymca.org](mailto:HR@skagitymca.org). Anyone who violates this code of conduct may be subject to termination of program privileges and appropriate legal authority will be involved if necessary. The YMCA reserves the right to make situational decisions based on our policies, mission, and values.

**Thank you for your cooperation!**