



# CODE OF CONDUCT

## YMCA of Western North Carolina

The YMCA strives to provide a safe, welcoming place for all. To make that possible, all Y members, program participants, volunteers and guests agree to follow this code of conduct when using our facilities or grounds.

- Exhibit and share the Y's core values of caring, honesty, respect, and responsibility at all times.
- Follow all policies and procedures and conduct yourself appropriately. Physical or verbal abuse, sexual innuendo or display, or offensive behavior of any kind is unacceptable and will not be tolerated.
- The Y will not tolerate harassment or intimidation by words, gestures, body language, or any menacing behavior that demeans another person or their culture or beliefs.
- We reserve the right to deny access or membership to any person who has been accused or convicted of any crime involving sexual abuse, who is a registered sex offender, or who is under the influence of drugs or intoxicating beverages while on our premises or in our programs.
- It is illegal to carry a firearm or any deadly or dangerous weapon anywhere on our property.
- We do not allow smoking, vaping, and drug and alcohol use at Y facilities or grounds. The possession or sale of any drugs or drug paraphernalia will lead to prosecution to the fullest extent of the law.
- Persons responsible for any loss of or damage to Y property, or property belonging to Y members, program participants, guests, volunteers or staff, will be held personally and financially liable.
- Cellphone, camera, and video camera use is strictly forbidden in Y locker rooms and restrooms. Staff will use their discretion to determine appropriate use of such technology in all other areas of the Y.
- Please wear proper gym, swim, and workout attire. In common areas, wear a shirt, pants/shorts, and shoes at all times. Y staff will use their discretion to determine the appropriateness of all attire.
- Present your YMCA membership card or photo ID at the membership desk each time you enter the Y.
- Follow area-specific policies, as posted throughout the Y, at all times.
- If you or your guests violate this code of conduct, consequences may include termination of your membership or program privileges.

The Y's primary concern is the safety and comfort of our members, participants, guests, and staff. We reserve the right to make situational decisions based on our mission and values. If you witness behavior or other issues that violate our code of conduct, please report it to a Y staff member.

**The Y.™ For a better us.**

Updated 11/27/19