

CODE OF CONDUCT

OUR MISSION: The YMCA of San Diego County is dedicated to improving the quality of human life and to helping all people realize their fullest potential as children of God through the development of the spirit, mind and body.



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

YMCA OF SAN DIEGO COUNTY CODE OF CONDUCT

The YMCA of San Diego County is dedicated to providing a safe and welcoming environment for all its members and guests. The YMCA is an organization open to all people. We welcome and value individuals of all ages, races, ethnicities, religions, gender identities, abilities, sexual orientations and financial circumstances. We are committed to having programs and services that embrace diversity, reflecting the people and needs of our communities.

To promote safety, all individuals are asked to act appropriately and follow the rules/guidelines at all times within our facility or when participating in our programs. We expect persons using the Y to act maturely, to behave responsibly, and to respect the rights and dignity of others. The following actions listed below are behaviors considered inappropriate in our facilities, programs and in online communities, and therefore not allowed. Please note this is not an exhaustive list.

- Illegal chemicals or alcohol. Using, possessing or under the influence of alcohol or drugs on YMCA property or at Y sponsored programs.
- Smoking. The use of tobacco or tobacco-like products, including e-cigarettes or vaping. The YMCA is a drug free environment.
- Weapons. Carrying or concealing any weapons or devices or objects that may be used as, or look like weapons. Exception is those carried by qualified active and/or retired law enforcement.
- Harassment / intimidation. Harassment or intimidation by words, gestures, body language or any menacing behavior that demeans another person or culture.
- Threatening physical contact. Physical contact with another person in any hostile or threatening way including but not limited to "play fighting."
- Inappropriate language. Hostile or vulgar language, including swearing, name-calling or shouting.
- Inappropriate conduct. Any other conduct of an inappropriate, threatening or offensive nature.
- Inappropriate attire. Clothing with vulgar language, obscene gestures, racial slurs, or anything that contributes to a hostile environment or would be considered inappropriate in a family facility.
- Sexual activity. Any demonstration of sexual activity, sexual contact with another person or sexually explicit conversation and behavior.
- Theft / destruction of property. Theft or behavior that results in the destruction of property.
- Loitering. Loitering in or outside YMCA facilities or programs and/or inappropriate use of Y facilities.
- Inappropriate cell phone activity. Cell phone or photographic/video equipment use of any kind – organizing playlists, music, texting, camera functions, video recording – is not permitted in the locker rooms at any time (including unauthorized photography of facilities, members or participants). Phone calls are not allowed in fitness areas.
- Social Media. Use of social networking in a manner that is contrary to the Y's mission, is detrimental to the community or is in violation of the law.

The YMCA of San Diego County reserves the right to deny access or membership to any person who has been convicted of any crime related to abuse in a sexual manner. Members and guests are encouraged to take responsibility for their actions, comfort and safety. Anyone who witnesses behavior that goes against our Code of Conduct is encouraged to report the behavior to a staff person or Manager on Duty immediately (versus confronting another member directly). Suspension or termination of YMCA membership privileges may result if the YMCA determines that a violation of this Code of Conduct has occurred, and/or if multiple warnings have been provided previously.