



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Code of Conduct

Members join the Y in an intentional step toward seeking new opportunities to learn, grow and thrive. Members come together with men, women, and children from the community in a commitment to youth development, healthy living and social responsibility. Using the values of caring, honesty, respect, and responsibility, Y employees work with each member every day to help them realize their potential. We promote and expect the same behavior from our members to create a safe, fun, inclusive and nurturing place for all. Our Code of Conduct outlines these expectations.

We encourage the following:

- Engaging in Healthy Lifestyles
- Respecting Differences and Celebrating Diversity
- Modeling Empathy
- Learning New Skills
- Meeting Other People
- Supporting Relationships
- Volunteering
- Being a Role Model
- Behaving in a Safe Way

The following are not permitted on Keene Family YMCA premises, vehicles or at Y sponsored functions:

- Inappropriate sexual, physical, or verbal contact
- Posturing, bullying, or intimidation
- Using or possessing alcohol (unless express permission is granted for special events) or illegal chemicals/drugs
- Smoking/Vaping– the Keene Family YMCA and its property are a smoke-free environment
- 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
- Physical contact with another person in an angry, aggressive, inappropriate or threatening way
- Verbally abusive behavior, including angry or vulgar language, swearing, name-calling or shouting
- Discriminatory speech or actions
- Sexually explicit conversation or behavior; any sexual contact with another person
- Theft or behavior that results in the destruction or loss of property
- Loitering within or on the grounds of the Keene Family YMCA
- Any other behavior deemed in conflict with the Keene Family YMCA mission

Violation of the Y's policies and procedures, or any other improper and/or inappropriate conduct, may result in disciplinary action. Disciplinary action taken is at the sole discretion of the Y and it reserves the right to take whatever action is appropriate based on the nature of the violation. Discipline may result in a verbal, written or final warning, suspension, or immediate termination of membership if deemed appropriate.

In addition, the Keene Family YMCA reserves the right to deny access or membership to any person who has been accused or convicted of any crime involving sexual abuse, is or has been a registered sex offender, has a history of violent offenses, has ever been convicted of any offense relating to the use, sale, possession, or transportation of narcotics or habit forming and/or dangerous drugs, or is presently or habitually under the influence of dangerous drugs or chemicals, narcotics or intoxicating beverages. (NOTE: The Keene Family YMCA conducts daily sexual offender scans on the National Sex Offender Registry Database)

Members and guests are encouraged to take responsibility for their personal comfort and safety by asking any person whose behavior threatens their comfort to refrain from such behavior, and/or should immediately report the behavior to a staff person or the building.