



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Keene Family YMCA Code of Conduct

Members join the Y as an intentional step toward seeking new opportunities to learn, grow and thrive. Members come together with others from the community with a commitment to youth development, healthy living, and social responsibility. Exemplifying the Y's core values of caring, honesty, respect and responsibility, the YMCA staff work with members 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.

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 the expectations of a member/guest of the Keene Family YMCA:

1. Checking in at the Welcome Center upon every visit.
2. Using tobacco/vaping products, alcohol, and/or illegal drugs anywhere on the Y property, including the parking lot is prohibited.
3. Being respectful of Y staff and my fellow members.
4. Returning found items to the Y Welcome Center.
5. Not running in areas not designated for running.
6. Refraining from horseplay or behavior that puts myself or someone else in danger.
7. Refraining from any activity or explicit conversations that could be considered sexual in nature including both physical and verbal.
8. Being responsible for the children and guests that I bring into the building.
9. Loitering within or on the grounds of the Keene Family YMCA is prohibited.
10. Updating my contact information with the Welcome Center or via the app or website if there are any changes.
11. Theft or behavior that results in destruction, loss of property or vandalizing the Y's equipment or facilities is prohibited.
12. Using equipment or facilities inappropriately or for unintended purposes is not tolerated.
13. Eating and drinking only in the lobby area.
14. Carrying or concealing a weapon or any device or object that may be used as a weapon in the Y or on YMCA property is prohibited.
15. Understand that glass objects are not permitted anywhere in the building other than the lobby.
16. Wearing clothing with inappropriate language or graphics in the Y facility is prohibited.
17. Locking up my personal items in a day use-only locker is expected.

18. Understanding that I am responsible for my own property and that the Y is not liable for loss or damages to my personal property.
19. Understanding that YMCA staff are the final authority on policy, safety, and behavior.
20. Following age restrictions on facility usage and maximum class capacities.
21. Understanding that physical violence of any kind will not be tolerated.
22. Understanding that derogatory, racist, sexist, vulgar or belligerent language, profanity, or discriminatory speech or actions will not be tolerated.
23. Understanding that posturing, bullying or intimidation will not be tolerated including harassment or intimidation by words, gestures, physical contact, body language or any type of menacing behavior.
24. Wearing appropriate clothing and footwear for the activities being engaged in at the Y.
25. Respecting time limits on equipment usage.
26. Reporting equipment malfunctions.
27. Using safety equipment when engaging in activities that require it.
28. Understanding that areas marked as closed are off limits for safety reasons and unauthorized use is strictly prohibited.
29. Notifying Y staff if I become injured or involved in an accident at the Y.
30. Other than the YMCA owned surveillance camera in the public space of the Shared locker room, camera/recording device use in the locker rooms is strictly prohibited.
31. I understand the following cell phone usage rules.
 - Cell phone usage, for any of its functions, is prohibited at all times in all locker rooms.
 - Cell phone usage for communication is allowed in the lobby or outside only.
 - Cell phone usage for music while exercising is only permitted with ear buds or headphones.
32. Any other behavior deemed by the CEO to be in conflict with the Keene Family YMCA Mission.

If members are in violation of the Y's policies and procedures, or for any other improper and/or inappropriate conduct, they may be subject to disciplinary action. Disciplinary action taken is at the sole discretion of the Keene Family YMCA CEO or their designee, and it reserves the right to take whatever action is appropriate based on the nature of the violation. Such action may include verbal, written or final warnings, suspension, or immediate termination of membership if deemed appropriate. The CEO's determination is final.

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 periodic 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 member.