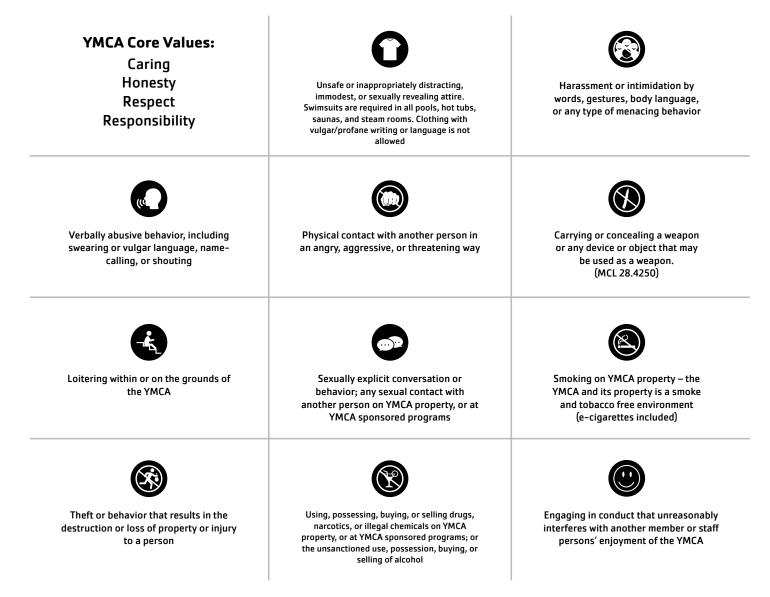
MEMBER / PARTICIPANT CODE OF CONDUCT POLICY



Using the principles of Caring, Honesty, Respect, Responsibility, and Inclusion as a guide, we have implemented the following Code of Conduct to ensure that all who participate in the YMCA enjoy a safe, welcoming and comfortable environment. We expect persons using the YMCA to act maturely, to behave responsibly, and to respect the rights and dignity of others.

Our Member / Participant Code of Conduct Policy lists examples of prohibited actions. Such actions include, but are not limited to the following:



In order to be able to carry out these policies, we ask that members and participants identify themselves to staff when asked. Adherence to the YMCA Code of Conduct Policy is essential. Failure to follow this code of conduct will result in disciplinary actions, which may include immediate eviction from the premises, loss of privileges, suspension or expulsion. The YMCA may contact police or other authorities for assistance or to take appropriate legal action. The CEO, or other authorized representative in his/her discretion, will determine whether a violation of the YMCA Member/Participant Code of Conduct has occurred.

Members and participants are encouraged to take responsibility for their personal comfort and safety by asking any person whose behavior threatens their comfort or unreasonably interferes with their enjoyment of the YMCA to refrain from such behavior. Anyone who feels uncomfortable in confronting a person directly is encouraged to report issues or concerns to the attention of the YMCA Staff, who are always ready to be of assistance. Members and participants are also asked to bring to the attention of the CEO any issues or concerns they have which apply to the staff of the Dow Bay Area Family YMCA. Every effort will be made to ensure that reports are investigated and resolved promptly and effectively.

DOW BAY AREA FAMILY YMCA