



YMCA TEAM MEMBER CODE OF ETHICS

1. Team members will participate in Child Sexual Abuse Training (provided by Redwoods or other authorized provider) and agree to serve as a mandatory reporter – if you see something, say something!
2. Team members will never leave a child unsupervised.
3. Except during an emergency situation, a team member is not to be alone with children and is never to be alone with one child.
4. Team members will not abuse children including:
 - a. Physical abuse – strike, spank, shake, slap
 - b. Verbal abuse – humiliate, degrade, threaten
 - c. Sexual abuse – including inappropriate touching
 - d. Mental abuse
5. Using, processing or being under the influence of alcohol or illegal drugs during the hours of operation is not allowed.
6. Smoking or use of tobacco products in the presence of children or parents during working hours is prohibited.
7. Team members must appear clean, neat and appropriately attired.
8. Team members treat children of all races, religions and cultures equally, with respect and consideration.
9. Team members will use positive techniques of guidance, including redirection, anticipation of and elimination of potential problems, positive reinforcement and encouragement rather than competition, comparison or criticism.
10. Team members will abstain from humiliating or frightening discipline techniques.
11. Team members will not use profanity at any time, especially in the presence of children or parents.
12. Team members will refrain from intimate displays of affection toward others in the presence of children, parents and staff.
13. Monetary and expensive gifts to team members are prohibited.
14. While the YMCA does not discriminate against an individual's lifestyle, we will require that in the performance of their job they will abide by the standards of conduct set forth by the YMCA.
15. Team members must be free of physical and psychological conditions that might adversely affect children's health including a fever above 100.4 degrees Fahrenheit or contagious conditions.
16. Team members will portray a positive role model for youth, including but not limited to, maintaining an attitude of respect, loyalty, patience, courtesy, tact and maturity.
17. Fraternizing (socializing or associating) with program participants who are under the age of 18 outside of YMCA activities is forbidden (such as babysitting, private lessons, etc.) Any exception to this policy requires written approval by the CEO/President or designee.

I understand that any violation of the Code of Ethics may result in termination.

Print your name _____ **Date:** _____

Sign your name _____