

CODE OF CONDUCT

To promote safety and comfort for all, individuals are asked to act appropriately at all times when in our facility or participating in our programs.

Stephens Family YMCA has a **Zero Tolerance Policy** regarding the conduct of our members and participants; this policy applies to everyone.

Stephens Family YMCA is a family friendly organization and we expect persons using Stephens Family YMCA facilities to act maturely, to behave responsibly, and to respect the rights and dignity of others. Our Code of Conduct outlines prohibited actions below, but the actions listed are not an all-inclusive list of behaviors considered inappropriate in our facilities or programs:

- Using or possessing alcohol, marijuana, tobacco or illegal drugs on Stephens Family YMCA property, including parking lots, or at Stephens Family YMCA - sponsored programs is prohibited.
- 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, or threatening way.
- Verbally abusive behavior, including angry or vulgar language, swearing, name-calling, or shouting.
- Sexually explicit conversations, behaviors and/or actions.
- Attire deemed inappropriate at the discretion of Stephens Family YMCA staff. Members and/or guests will be asked to change immediately.
- Theft or behavior that results in the destruction or loss of Stephens Family YMCA or member property.

- Phone usage of all types is strictly prohibited in the locker rooms. Locker rooms and bathrooms are a NO PHONE ZONE.
- Loitering and soliciting within or on the grounds of Stephens Family YMCA.

The protection of members and guests who are participating in programs and/or using Stephens Family YMCA facilities is of paramount concern to the staff of the Stephens Family YMCA. Therefore, we reserve the right to deny access or membership to any person for any reason.

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. Members should report all inappropriate behavior to Stephens Family YMCA staff immediately.

Stephens Family YMCA staff members are eager to be of assistance. Members and guests should not hesitate to notify a staff member if assistance is needed. In order to be able to carry out these policies, we ask that members and guests identify themselves to staff when asked.

The Stephens Family YMCA administration will investigate all reported incidents. Suspension or termination of Stephens Family YMCA membership privileges may result from a determination by the administration if in his/her discretion violation of the Stephens Family YMCA Code of Conduct has occurred.

