



YMCA OF SILICON VALLEY

Code of Conduct Agreement

Welcome to the Y. We are a vibrant and inclusive organization made up of staff and members from a rich mix of backgrounds and walks of life, and committed to providing our staff and members with the best possible experience. **Please help us create and maintain a comfortable, safe, secure and welcoming environment at all times by following our Code of Conduct.**

Please adhere to these behaviors:

- Uphold the Y values of caring, honesty, respect, and responsibility
- Follow facility usage and safety rules
- Maintain an atmosphere free of derogatory or unwelcome, racist or sexist comments, conduct, or actions
- Maintain an environment that is welcoming, genuine, nurturing and caring for people of all ages, incomes and backgrounds
- Be respectful and cooperative of everyone around you, whether inside the Y or toward our neighbors

Please follow our phone, photo and technology etiquette:

- Do not use video recorders, cameras, mobile phone cameras, or other visual or audio recording devices in locker rooms, restrooms, or other areas as designated by Y staff
- Check with Y staff before taking photos and check with other parents before including their children in photos
- Do not talk on cell phones in locker rooms, restrooms and workout areas
- Do not watch anything on exercise equipment screens or on your personal equipment that might be inappropriate or offensive to other members or their children

Please maintain a positive environment by avoiding:

- Abusive, harassing, hateful, intimidating, racist, sexist, or obscene communications or gestures
- Threats of harm, physical aggression or violent acts
- Anything visible that conveys a message of racism, sexism, hate, exclusion, intimidation, threat or violence, including (but not limited to) clothing, signs, symbols, jewelry, or tattoos
- Weapons of any kind
- Smoking
- Damaging or defacing Y property
- Possession, sale, use, or being under the influence of alcohol or other controlled substances
- Offensive or unlawful conduct

At the Y, the safety and protection of our staff, members, and especially children, are our first priority. If your actions are contrary to that value, the Y reserves the right to deny access or membership to any person, including one who has been charged with or convicted of any crime involving violence or sexual abuse or who is required by law to register as a sex offender.

Failure to follow this code of conduct will result in disciplinary actions, which may include immediate eviction from the premises, loss of privileges, and suspension or termination of membership. The Y may contact security, police, or other authorities for assistance or to take appropriate legal action.

We encourage individuals who experience or observe inappropriate conduct to promptly report their concerns to Y staff. We will make every effort to ensure that reports are investigated and resolved promptly and effectively.