



The Itasca County Family YMCA is committed to providing a safe and welcoming environment for all members and guests. To ensure the safety and comfort of all, the YMCA asks individuals to act appropriately at all times when they are in YMCA facilities or participating in YMCA programs.

We expect persons using the YMCA to behave in a mature and responsible way to respect the rights and dignity of other members and YMCA staff. Our Code of Conduct does not permit any action that can hurt or frighten another person or that falls below a generally accepted standard of conduct. Specifically, this includes:

- Angry or vulgar language including swearing, name-calling, or shouting will not be allowed.
- Physical contact with another person in any angry or threatening way is prohibited.
- Appropriate attire must be worn at all times. Clothing that is controversial, vulgar, or degrades any cultural, gender, religion, or ethnic values is not accepted.
- Demonstrations of sexual activity or sexual contact with another person are not permitted.
- No harassment or intimidation by words, gestures, body language or any other menacing behavior.
- Theft or behavior that results in the destruction of property is prohibited.
- Carrying or concealing any weapons or devices or objects that may be used as weapons is banned.
- No use or possession of illegal chemicals, alcohol, or marijuana on YMCA property, in YMCA vehicles, or at YMCA-sponsored programs. (Special events, such as the fall auction and annual meeting are exempt.)
- The YMCA property is a tobacco-free environment. Smoking and vaping are not permitted in or outside the YMCA.
- Any other conduct of an inappropriate, threatening, or offensive nature will not be tolerated.

Policy Prohibiting the Abuse or Mistreatment of One Member/Participant by Another Member/Participant

The Itasca County Family YMCA has **zero** tolerance for abuse, mistreatment, or sexual activity among members, program participants, or guests (consumers) within the organization. The Y is committed to providing all consumers with a safe environment and will not tolerate the mistreatment or abuse of one consumer by another consumer. Conduct by consumers that rise to the level of abuse, mistreatment, or sexual activity will result in intervention or disciplinary action, up to and including, dismissal from the program and/or facility.

In addition, the Itasca County Family YMCA does not tolerate any behavior that is classified under the definition of bullying and to the extent that such actions are disruptive, we will take the necessary steps to eliminate such behavior.

Further, the Itasca County Family YMCA will fully cooperate with law enforcement throughout any investigation and resolution of mistreatment or abuse incidents.

Relations Between Members/Participants

Hand holding and other forms of "appropriate touch" by participants are acceptable when they do not disrupt program-related activities. Sexual touching or other forms of "inappropriate touch" by participants, are not acceptable.

Staff members observing inappropriate behaviors by participants should:

- Immediately report the incident to the Program Director, and when appropriate,
- Talk to the participants involved.

Drug and Substance-Free Campus

To ensure the health and safety of our staff and members/participants, the YMCA maintains a **strict substance-free policy** across all its properties and programs.

The following are strictly prohibited on YMCA premises, including indoor spaces, outdoor grounds, parking lots, and offsite program locations:

- **Tobacco products** (cigarettes, cigars, chewing tobacco, etc.)
- **Electronic cigarettes and vaping devices**
- **Marijuana** in any form, including **THC-infused beverages** or edibles, regardless of legality in the state
- **Alcoholic beverages, unless approved in writing by the YMCA Board of Directors** for a specific, sanctioned event

Violators may be asked to leave or be banned from YMCA premises or programs.

Firearms and Concealed Weapons

The Itasca County Family YMCA bans all weapons on our premises.