



CODE OF CONDUCT

FOR MEMBERS & PARTICIPANTS OF YMCA PROGRAMS

The Northern Middlesex YMCA is committed to providing a safe and welcoming environment for all members and guests. To promote safety and comfort for everyone, all individuals are asked to act appropriately at all times when in our facility or participating in our programs.

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 outlines prohibited action, but the actions listed below are not an all-inclusive list of behaviors considered inappropriate in our facilities or programs:

- **Using or possessing alcohol or illegal chemicals on YMCA property, in YMCA vehicles or at YMCA sponsored programs.**
- **No smoking on YMCA property. The YMCA is a smoke-free environment.**
- **No pets are allowed on YMCA property unless they are "working dogs" to assist members while accessing the facilities.**
- **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 or offensive behavior, including angry or vulgar language, swearing, name-calling or shouting.**
- **Sexually explicit conversation or behavior; any sexual contact with another person.**
- **Inappropriate, immodest or sexually revealing attire.**
- **Theft or behavior that results in the destruction or loss of property.**
- **Loitering within or on the grounds of the YMCA.**
- **Cell phone photography or unauthorized photography of members or participants.**
- **Cell phone use, including texting, is prohibited except for in designated areas.**
- **Any other conduct of an inappropriate, threatening or offensive nature.**

The Northern Middlesex YMCA reserves the right to deny access or membership to any person who has been convicted of any crime involving sexual abuse, is or has been a registered sex offender, has ever been convicted of any offense relating to the use, sale, possession or transportation of narcotics or habit forming and/or dangerous drugs, chemicals, narcotics or intoxicating beverages.

In order to be able to carry out these policies, we ask that members and guests identify themselves to staff when asked. Members and guests are encouraged to take responsibility for their personal comfort and safety.

Anyone who feels uncomfortable in confronting a person directly should report the behavior to a staff person or the Manager on Duty. Suspension or termination of YMCA membership privileges may result if the President/CEO determines that a violation of the Member & Participant Code of Conduct has occurred.