

**Monroe County YMCA Child Abuse Prevention
CODE OF CONDUCT**

6/18

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| <ol style="list-style-type: none"> 1. In order to protect YMCA staff, volunteers, and program participants – at no time during a YMCA program may a staff/volunteer person be alone with a single child where they cannot be observed by others. As staff/volunteer supervise children, they should space themselves in a way that other staff can see them. 2. Staff/volunteer shall never leave a child unsupervised. 3. Restroom supervision: Staff will ensure: <ul style="list-style-type: none"> • The restroom is not occupied by suspicious or unknown individuals before allowing children to use the facilities. • Children are with an adult staff member and proceed in groups of three or more (e.g. 1 staff and 2 children or 2 staff and 1 child) when using the bathroom. • Either 'line of sight' or 'line of sound' supervision is maintained while children are using the facilities. • No child, regardless of age, enters a bathroom alone on a field trip. • If staff are assisting younger children, doors to the facility must remain open. • Volunteers are prohibited to take children to restroom or help with restroom supervision. 4. Staff/volunteer should conduct or supervise private activities in pairs - diapering, putting on bathing suits, taking showers, etc. When this is not feasible, staff should be positioned so that they are visible to others. 5. Staff/volunteer shall not abuse children including: <ul style="list-style-type: none"> • physical abuse – strike, spank, shake, slap; • verbal abuse – humiliate, degrade, threaten; • sexual abuse – inappropriate touch or verbal exchange; • mental abuse – shaming, withholding love, cruelty; • neglect – withholding food, water, basic care, etc. <p>Any type of abuse will not be tolerated and may be cause for immediate dismissal.</p> 6. Staff/volunteer must use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism. Staff/volunteer will have age appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in pre-determined situations (necessary to protect the child or other children from harm), is only administered in a prescribed manner and must be documented in writing. 7. Staff/volunteer will conduct a health check of each child, each day, as they enter the program, noting any fever, bumps, bruises, burns, etc. Questions or comments will be addressed to the parent or child in a non-threatening way. Any questionable marks or responses will be documented. 8. Staff/volunteer will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, culture. 9. The YMCA will not tolerate abuse or bullying by one youth to another. 10. Staff/volunteer are not to stare or comment on youth bodies. They will respect children's rights to not be touched in ways that make them feel uncomfortable, and their right to say no. Other than diapering, children are not to be touched in areas of their bodies that would be covered by a bathing suit. | <ol style="list-style-type: none"> 11. Staff/volunteer will refrain from intimate displays of affection towards others in the presence of children, parents, and staff. 12. While the YMCA does not discriminate against an individual's lifestyle, it does require that in the performance of their job they will abide by the standards of conduct set forth by the YMCA. 13. Staff/volunteer must appear clean, neat, and appropriately attired. 14. Using, possessing, or being under the influence of alcohol or illegal drugs during working hours is prohibited. 15. Vaping/electronic cigarettes, smoking or use of tobacco in the presence of children or parents during working hours is prohibited. 16. Profanity, inappropriate jokes, sharing intimate details of one's personnel life, and any kind of harassment in the presence of children or parents is prohibited. 17. Staff/volunteer must be free of physical or psychological conditions that might adversely affect children's physical or mental health. If in doubt, an expert should be consulted. 18. Staff/volunteer will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity. 19. Staff/volunteer will not have secrets with youth and will only give gifts with prior permission from supervisor. Will not engage in electronic communication with youth. Will not be alone with children they meet in YMCA programs outside of the YMCA. This includes babysitting, sleepovers, and inviting children to your home. Any exceptions require a written explanation before the event/activity and are subject to administrator approval. Staff must disclose any pre-existing relationships with children in Y programs in writing to the COO or Risk Manager at the time of hire or as soon as the staff member has knowledge that the child is in a Y program. 20. Staff/volunteer are not to transport children in their own vehicles. 21. Staff/volunteer may not date program participants under the age of 18 years of age. 22. Under no circumstance should staff/volunteer release children to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization on file with the YMCA). 23. Staff/volunteer are required to read and sign all policies related to identifying, documenting, and reporting child abuse and attend trainings on the subject, as instructed by a supervisor. 24. Staff/volunteer will report concerns about other staff, volunteers, adults or youth to supervisor and follow state mandatory reporting requirements to Child Protective Services. The YMCA cooperates fully with authorities to investigate all cases of alleged abuse. Failure to cooperate fully may be grounds for termination. Staff/volunteer may not engage in any abuse of youth, indecency with a youth or injury to a youth. The YMCA does NOT allow anyone on YMCA property who is a sex or violent offender. |
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I understand that any violation of this Code of Conduct may result in termination.

Employee/Volunteer Signature

Supervisor Signature

Date