



FOR YOUTH DEVELOPMENT  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

## CODE OF CONDUCT

The Shasta Family YMCA is committed to providing a safe and welcoming environment and requires individuals to act appropriately when in our facility or participating in our programs. We expect people using the Y to act maturely, behave responsibly, and respect the rights and dignity of others. The Code of Conduct outlines behaviors not allowed but is not intended to be an all-inclusive list of behaviors considered inappropriate in our facilities or programs. Some of these behaviors include:

- Using or possessing alcohol or illegal drugs/chemicals on Y property, in Y vehicles, or at Y sponsored programs. Smoking and vaping on Y property- the Y and its property is a smoke-free environment.
- Harassment or intimidation by words, gestures, body language, or any type of unwelcome behavior including ignoring another person's personal space needs. To generally meet all needs, the Y asks that each person gives another person at least 3 feet of personal space when possible in classes, in the functional training room, or when using equipment in the Fitness Center. The Y understands that in crowded spaces it may not be possible to maintain the desired distance but asks that everyone respect the space each of us uniquely need to feel comfortable or safe.
- Actions that bring harm or impair the reputation of the YMCA.
- 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 conversation or behavior, any sexual contact with another person or excessive public displays of affection.
- Theft or behavior that results in the destruction or loss of property.
- Using Y equipment or property in a manner that is grossly unsafe or disrespectful to other people and the Y.
- Unwillingness to share equipment, occupying equipment between sets for long periods of time, using cell phones, and not cleaning up weights/equipment after use.
- Arriving late, using cell phones, or talking excessively in group exercise classes.
- Video recorders, cameras, or other recording devices may not be used to record other members, guests, staff or visitors at the Y without the CEO's written consent.
- Transferring membership cards.
- Loitering within or on the grounds of the Y, including sleeping.

The dress code supports equitable access & written in a way that does not reinforce stereotypes.

- Members and guests must wear a shirt and pants or the equivalent (sweatpants, leggings, shorts, etc.) and protective shoes appropriate for the activity. Close-toed shoes must be worn in the fitness center and basketball courts, flip flops, sandals, and crocs are not permitted. Clothes must be worn in a way such that genitals, buttocks, breasts, and nipples are fully covered with opaque fabric.
- The Y makes two exceptions to the rule above. While at the pool, men are not required to wear a shirt and on the basketball court the Y allows "shirts vs skins" with men going shirtless.
- Clothing may not state, imply, or depict hate speech/imagery targeting groups based on race, ethnicity, gender, sexual orientation, gender identity, religious affiliation, or any other protected classification.
- If for any reason, another person's apparel is distracting other than it promoting hate as outlined above, members and guests are responsible for managing their personal opinions and distractions.

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. Anyone who feels uncomfortable in confronting a person directly should report the behavior to a staff person on duty. In order to be able to carry out these policies, we ask that members and guests identify themselves to staff when asked.

The Y reserves the right to deny access or membership to any person who has been arrested or convicted of any crime involving sexual abuse, is or has been a registered sex offender, has ever been convicted of any offense in relation to the use, sale, possession, or transportation of narcotics or habit forming and/or dangerous drugs, or is presently or habitually under the influence of dangerous drugs or chemicals, narcotics or intoxication beverages. The Y will investigate all reported incidents. Suspension or termination of Y membership privileges may result from a determination by the Y if in its discretion a violation of the Code of Conduct has occurred.