

# Code of Conduct

## YMCA Volunteer Coaches

1. To protect YMCA staff, volunteers, and program members, at no time during a YMCA program or outside of the YMCA program may a YMCA staff person or volunteer be alone with a single child where he or she cannot be observed by others. As staff and/or volunteers supervise children, they should space themselves in such a way that other staff or volunteer can see them.
2. Volunteer Coaches shall never leave a child unsupervised. Volunteer Coaches should remain at practice or game location following the completion of the activity until all children under their supervision have been picked up by a parent or responsible adult, or are under the supervision of a Y staff person
3. Volunteer Coaches shall not abuse children in any way, including
  - physical abuse—striking, spanking, shaking, slapping, and so on;
  - verbal abuse—humiliating, degrading, threatening, and so on;
  - sexual abuse—touching or speaking inappropriately;
  - mental abuse—shaming, withholding kindness, being cruel, and so on;
  - neglect—withholding food, water, or basic care.No type of abuse will be tolerated and may be cause for immediate dismissal.
6. Volunteer Coaches must use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism. Staff or volunteers will have age-appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in predetermined situations (when necessary to protect the child or other children from harm), administered only in a prescribed manner, and must be documented in writing.
7. Volunteer Coaches should be observant with regards to the health of children under their supervision. They should note any bumps, bruises, burns, etc. Questions or comments should be addressed to the parent or child in a nonthreatening way. Volunteer Coach will document and report any questionable marks or responses to appropriate YMCA Staff.
8. Volunteer Coaches will respond to children with respect and consideration and treat all children equally, regardless of sex, race, religion, culture, economic level of the family, disability, or particular skill level.
9. Volunteer Coaches will respect children's rights not to be touched or looked at in ways that make them feel uncomfortable, and their right to say no. Children are not to be touched on areas of their bodies that would be covered by a bathing suit.
10. Volunteer Coaches will refrain from intimate displays of affection toward others in the presence of children, parents, and staff.
11. Volunteer Coaches are not to transport children in their own vehicles without additional adult supervision, or written permission from the parent. Staff or volunteers also should not allow youth participants old enough to drive to transport younger children in the program.

12. Volunteer Coaches must appear clean, neat, and appropriately attired.
13. Using, possessing, or being under the influence of alcohol or illegal drugs during working hours or while volunteering at or for the YMCA is prohibited.
14. Smoking or use of tobacco in the presence of children or parents during working hours or while volunteering is prohibited.
15. Possession or use of any type of weapon or explosive device is prohibited.
16. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment in the presence of children, parents, volunteers, or Y staff is prohibited.
17. Volunteer Coaches must be free of physical and psychological conditions that might adversely affect children's physical or mental health. If in doubt, an expert should be consulted.
18. Volunteer Coaches will portray a positive role model for youth by maintaining an attitude of loyalty, patience, courtesy, tact, and maturity.
19. Volunteer Coaches should not give excessive gifts (e.g., TV, video games, jewelry) to youth.
20. Volunteers Coaches should not release children under their supervision to anyone other than the parent, guardian, or other adult authorized by the parent or guardian.
21. Volunteer Coaches are to report to Y Staff any volunteer or Y Staff who violates any of the policies listed in this Code of Conduct.
22. Volunteer Coaches will act in a caring, honest, respectful, and responsible manner consistent with the mission of the YMCA.

I understand that any violation of this Code of Conduct may result in removal from all YMCA volunteer positions.

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Employee or volunteer signature

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Date

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Supervisor signature

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Date