

Please note:

All employees and volunteers at the YMCA of Greater Cincinnati are required to adhere to the YMCA Child Abuse Prevention Code of Conduct. Please report violations to the YMCA director or to hr@myy.org

**YMCA CHILD PROTECTION POLICY
CODE OF CONDUCT**

YMCA Staff and Volunteers:

- A. Respond to children with respect and consideration and treat all children equally regardless of gender, race, religion or culture. Staff will not give or receive gifts in private and may not accept tips.
- B. Shall not physically, verbally, sexually or mentally abuse or neglect children. Any type of abuse will not be tolerated and will be cause for immediate dismissal.
- C. Are required to read, sign and comply with all YMCA procedures related to identifying, documenting and reporting child abuse.
- D. Will portray a positive role model by maintaining an attitude of respect, loyalty, patience, courtesy, tact and maturity.
- E. Will refrain from intimate displays of affection in the presence of children, parents, staff and regular volunteers.
- F. Will not smoke or use tobacco in the presence of children or parents during working hours or while on YMCA premises.
- G. Will not use, possess or be under the influence of alcohol or illegal drugs during working hours or while on YMCA premises.
- H. May not be alone with children they meet in YMCA programs outside of the YMCA and may not communicate with them via social media or other electronic communication
- I. May not date program participants less than 18 years of age.
- J. May not transport participants in YMCA programs in personal vehicles.
- K. Shall observe children on a daily basis as they enter the program.
- L. May not be alone with a child in an area or location where they cannot be observed by others.
 - M. Should conduct or supervise private activities in pairs (diapering, putting on bathing suits, taking showers, etc.) When this is not feasible, staff and regular volunteers should be positioned so that they are visible to others.
- N. Will be accompanied by another staff person or regular volunteer and will always accompany participants on YMCA trips and outings.
 - O. Will not release children to anyone other than the custodial parent or guardian, or other person authorized by the custodial parent or guardian in YMCA programs
 - P. Shall not leave a child unsupervised in a YMCA program.
- Q. Are to refrain from the use of language, physical conduct or behavior, which is sexually suggestive, harassing or intimidating to members, fellow employees, volunteers or other participants in YMCA programs or activities.
- R. Shall use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism. Staff and regular volunteers will have age appropriate expectations and set up guidelines and environments that minimize the need for discipline.
- S. Will not touch children inappropriately, in ways that make children feel uncomfortable, and will not allow such interactions between youth.
- T. Will use the following guidance under appropriate conditions as permissible form of nonverbal communication with and between: Hand to shoulder contact, Side by side hugs, High fives, Group handshake, etc.; Children under age six: minimal exceptions necessary for comfort and security, healthy emotional growth.