



## **YMCA of Washington County Iowa**

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[www.washingtoney.org](http://www.washingtoney.org)

### **YMCA OF WASHINGTON COUNTY MEMBERSHIP AGREEMENT**

Welcome to the Y! As a member of the YMCA, you're a part of an organization committed to helping everyone in our community have the opportunities they need to learn, grow and thrive. Our membership policies are designed to ensure we can continue to provide a safe, positive and nurturing environment where individuals and families feel welcome and at home.

#### **INFORMATION TO NEW MEMBERS**

##### **MEMBERSHIP CARDS**

Access to all YMCA facilities and programs is limited to registered participants and active members. Your membership card is your pass into all of the Y facilities and you are required to scan your card at the front desk when you enter the building. If you have forgotten your card, staff can check you in manually. Please stop and request this. If you lose your membership card, we ask that you replace it at a cost of \$5.00. It is the responsibility of the member to have their card ready to check in as there are times that the staff may not be available to assist you, as they are helping other members.

##### **GENERAL BUILDING RULES**

- Please do your part to keep the Y looking clean; pick up after yourself, and put empty drink/pop cans and food items in proper container.
- Glass bottles are not allowed in the Y. Food and drinks are allowed in the youth game room only.
- The Y is a tobacco/smoke/e-cigarette free environment.
- Shoes **MUST** be worn at all times.
- The Y is not responsible for lost or stolen items. (Check the lost and found box at front desk if you have lost an item.)
- Padlocks for use in the general use locker room may be checked out at the front desk with your membership card. This is recommended to keep possessions safe while working out or swimming.
- Members using equipment must return it and the member is responsible for its returned condition. This could mean replacement cost for damaged or lost equipment.
- Youth members (under 8 years of age) must be supervised by a parent, or adult at all times.
- Youth members may use the gym during designated times, game room, and swimming pool during open swims.

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- Racquetball Courts: Check at the front desk for the availability of an open court. Members may make reservations for a court up to two days prior.
- Teens may use the game room, gym, swimming pool and the Wellness Center with training orientation. Orientations are free to members, see a Wellness Center Staff for training.
- No food, or stereos are allowed in the Wellness Center. Please return all weights to the appropriate racks when you are finished with them.
- Please be courteous to others and follow the rules posted in the Wellness Center.
- Please bring/wear clean dry shoes in the Wellness Center, and appropriate workout clothes.
- Members are required to wipe down equipment in Wellness Center when finished with a machine.
- Adult locker rooms are off limits to all youth under that age of 18. Coverage is required in even in the locker rooms; please keep towel, wrap or clothing on at all times except when showering.
- Children are **not allowed** in the hot tub or saunas, or on fitness equipment.
- Suits are required in the pool and proper workout attire and clean gym shoes should be worn when working out. Please wear appropriate attire; the YMCA is a family-oriented organization and your attire must always be appropriate throughout all areas of the facility
- Swim attire should only be worn in and around the pool area.

## **YMCA OF WASHINGTON COUNTY MEMBER CODE OF CONDUCT**

We consider it of great importance to provide a safe and threat-free environment to promote safety and comfort for all at the YMCA of Washington County members. Therefore, 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 of Washington County to act maturely, to behave responsibly, and to respect the rights and dignity of others. YMCA staff may define what is considered appropriate behavior. Our Member's Code of Conduct outlines prohibited behavior that include but are not limited to the actions listed below which are considered inappropriate in our facilities or programs:

- Using or possessing alcohol, drugs or illegal chemicals on YMCA property
- Smoking, vaping or the use of e-cigarettes in the YMCA facility
- Carrying or concealing a weapon or any device or object that may be used as a weapon
- Use of cell phones in the YMCA's shower and locker room areas
- Use of any video/picture taking equipment, including camera phones, in YMCA's shower rooms, locker rooms, and fitness center area
- 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 behavior, including angry or vulgar language, swearing, name-calling, or shouting
- Derogatory comments based on an individual's race, ethnicity, age, religion, citizenship, disability, gender, gender identity, sexual orientation or any other legally protected status
- 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

We are also committed to providing all youth with a safe environment. Our organization will not tolerate the mistreatment or abuse of one youth by another youth.

In addition, our organization will not tolerate any behavior that is classified under the definition of bullying, and to the extent that such actions are disruptive, we will take the necessary steps to eliminate such behavior.

Bullying is aggressive behavior that is intentional, is repeated over time, and involves an imbalance of power or strength. Bullying can take on various forms, including:

- Physical bullying – when one person engages in physical force against another person, such as by hitting, punching, pushing, kicking, pinching, or restraining another.
- Verbal bullying – when someone uses their words to hurt another, such as by belittling or calling another hurtful names.
- Nonverbal or relational bullying – when one person manipulates a relationship or desired relationship to harm another person. This includes social exclusion, friendship manipulation, or gossip. This type of bullying also includes intimidating another person by using gestures.
- Cyberbullying – the intentional and overt act of aggression toward another person by way of any technological tool, such as email, instant messages, text messages, digital pictures or images, or website postings (including blogs). Cyberbullying can involve:
  - Sending mean, vulgar, or threatening messages or images;
  - Posting sensitive, private information about another person;
  - Pretending to be someone else in order to make that person look bad; and
  - Intentionally excluding someone from an online group.
- Hazing – an activity expected of someone joining or participating in a group that humiliates, degrades, abuses, or endangers that person regardless of that person’s willingness to participate.
- Sexualized bullying – when bullying involves behaviors that are sexual in nature. Examples of sexualized bullying behaviors include sexting, bullying that involves exposures of private body parts, and verbal bullying involving sexualized language or innuendos.

Anyone who sees an act of bullying, and who then encourages it, is engaging in bullying. This policy applies to all youth, staff and volunteers.

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 member on duty. YMCA staff members are eager to be of assistance. Members and guests should not hesitate to notify a staff member if assistance is needed. In order to be able to carry out these policies, we ask that members and guests identify themselves to staff when asked. The Executive Director will investigate all reported incidents.

Suspension or termination of YMCA membership privileges may result if, in his or her discretion, a violation of the Code Conduct has occurred.

The YMCA believes that the staff and volunteers of our organization and the families we serve are partners in protecting the youth of our community from abuse. A copy of the YMCA code of conduct for staff and volunteers is able at the front desk of each facility upon request.

The YMCA of Washington County is the community leader in service to youth and for the safety of everyone, the Y is a weapons free zone. Regardless of any valid license to possess YMCA members are prohibited from carrying onto YMCA property any weapons.

The YMCA of Washington County is a Christian based family organization that offers programs for all. Members of the YMCA are expected to dress appropriately in all areas of the facility, use modesty and be sensitive to others in regards to nudity. Please keep towel, wrap or clothes on at all times except when showering or while changing.

To ensure the safety of our members the YMCA of Washington County conducts regular sex offender screenings on all members, participants, and guests. If a sex offender match occurs or if it comes to our attention that a member has been convicted of a crime against a minor the YMCA of Washington County reserves the right to cancel membership, end program participation, and remove visitation access. In addition, the YMCA of Washington County reserves the right to deny access or membership to any person who has been accused or convicted of any crime involving sexual abuse, has ever been convicted of any offense relating 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 intoxicating beverages.

As a private organization, we reserve the right to cancel the membership of any member who does not follow the member code of conduct. Any member that is found to be in violation of the above listed offenses will be subject to the following:

- Suspension or termination of YMCA membership privileges may result from a determination by the CEO if in his/her discretion a violation of the YMCA Member's Code of Conduct has occurred.
- Membership cards remain the property of the YMCA and must be surrendered upon demand of the YMCA.
- All fees paid for membership including Joining Fees are non-refundable.
- The YMCA also has my permission to photograph or tape myself, spouse, and child(ren) while participating in YMCA activities.

## **YMCA OF WASHINGTON COUNTY DIVERSITY AND INCLUSION POLICY**

The YMCA of Washington County is made up of people of all ages and from every walk of life working side by side to strengthen communities. Together we work to ensure that everyone, regardless of ability, age, cultural background, ethnicity, faith, gender, gender identity, ideology, income, national origin, race or sexual orientation has the opportunity to reach their full potential with dignity. It is the policy of the YMCA of Washington County to comply with all federal and/or state laws and to operate in accordance with those laws. The YMCA welcomes persons from all backgrounds and operates in accordance to Iowa Code 216.2 and 216.7 to

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ensure that there is a place for everyone. The YMCA strives to eliminate barriers and to encourage the presence of differences that make each person unique. Additionally, it is also unlawful and contrary to this policy to retaliate against any person objecting to, or supporting the enforcement of legal protections against all members, guests or employees. Any incident of discrimination, harassment or violence will be given immediate and effective attention, including, but not limited to, investigating the incident, taking suitable corrective action and providing member, guest or employee with appropriate resources and follow-up to that incident.

All members, guests and employees have the right to use the locker room that corresponds to their gender identity. Any member, guest or employee who has a need or desire for increased privacy, regardless of the underlying reason, can be provided with a reasonable alternative changing area such as the use of the adult only locker rooms (Washington), single stall private restroom (Wellman) or the family changing area (Kalona). Any alternative dressing arrangements for a member, guest or employee with special needs or privacy concerns, will be provided for in a way that allows the member, guest or employee to keep this concern confidential.

Our focus is to serve you in any way that we can to make your time here more enjoyable and welcoming. Our core values of caring, honesty, respect and responsibility guides us in everything we do. We encourage you to sign up for your orientation in our Wellness Center and join a class to connect with other members of the Y.

If you have any questions or concerns please let the front desk staff know or call 319-653-2141.