



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

YMCA OF WASHINGTON COUNTY MEMBERSHIP AGREEMENT

Welcome to the Y! As a member of the YMCA, you are 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 may continue to provide a safe, positive and nurturing environment where individuals and families feel welcome and at home.

Member Code of Conduct

The YMCA of Washington County considers it of great importance to provide a safe and threat-free environment, to promote safety and comfort for all. 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. Any form of abuse or mistreatment of members, participants, children, employees and volunteers is prohibited. Use of abusive language, obscene or profane language, including racial, religious or sexual references directed at other people will not be tolerated. YMCA staff may define what is considered appropriate behavior. Our Member's Code of Conduct outlines appropriate and prohibited behavior that includes, but is not limited to the actions listed below:

Members/participants shall not engage in the verbal or emotional abuse or mistreatment of other members, participants, employees or volunteers.

<i>Appropriate Verbal Interactions</i>	<i>Inappropriate Verbal Interactions</i>
<ul style="list-style-type: none">• Appropriate jokes• Encouragement• Praise	<ul style="list-style-type: none">• Name-calling• Bullying• Ridicule or humiliation• Discussing sexual encounters• Cursing• Hazing• Off-color or sexual jokes• Shaming, belittling or derogatory remarks• Harsh language that may frighten, threaten or humiliate others• Derogatory remarks about another or his/her family based on race, ethnicity,

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	age, religion, citizenship, disability, gender identity, sexual orientation or other legally protected status
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Members/participants shall not engage in the physical abuse or mistreatment of other members, participants, employees or volunteers.

<i>Appropriate Physical Interactions</i>	<i>Inappropriate Physical Interactions</i>
<ul style="list-style-type: none"> ▪ Side hugs, shoulder-to-shoulder or “temple” hugs ▪ Pats on the shoulder or back ▪ Handshakes, high-fives and hand slapping ▪ Verbal praise ▪ Pats on the head when culturally appropriate ▪ Touching hands, shoulders, and arms, arms around shoulders 	<ul style="list-style-type: none"> • Full-frontal hugs, kisses and lap sitting • Showing affection in isolated areas • Wrestling • Piggyback rides • Tickling • Exposing oneself • Any type of massage given by or to a member/participant • Any form of affection that is unwanted by the member or participant or the employee or volunteer • Compliments relating to physique or body development • Touching bottom, chest or genital areas • Hitting, spanking, shaking, slapping • Unnecessary restraints • Viewing or showing others pornographic materials

Personal Relationships

Appropriate personal relationships between members/participants are encouraged. However, our organization strongly discourages romantic relationships between members/participants while in programming. Members/participants are not permitted to hold hands, sit on others’ laps, use full-frontal hugs, or kiss other member participants while in programming.

One-on-One Interactions

Most abuse occurs when an adult is alone with a member/participant or when a member/participant is alone with another member/participant. Our organization aims to eliminate or reduce these situations and prohibits private one-on-one interactions unless approved in advance by the organization administration. If you observe one-on-one interactions between employees and members, you should report this to Amy Schulte, CEO.

Electronic Communication

All communication between employees/volunteers and members/participants must be approved by a member/participant’s parents/guardians and must be in an open electronic environment. The “Rule of Three” must be observed in all electronic communications between member/participant and employees/volunteers. For example, there should be two employees/volunteers included in on text messages and emails with member/participant.

Direct, private messaging between member/participant and employees/volunteers is not allowed. Members/participants will comply with the organization's policies governing the use of personal mobile communication devices. Members/participants are not permitted to share cell phones with other members/participants.

Alcohol, Drugs and Tobacco

Possession and/or use of alcoholic beverages, drugs, vaping products and tobacco while at the organization is strictly prohibited. Members/participants will not be permitted to participate in any program while under the influence of alcohol, drugs, or illicit substances. Parents/guardians will be notified as appropriate.

Weapons

We want our organization to be a safe place for members, participants, children and families. Weapons and items that may be considered weapons are prohibited, regardless of any valid license to possess. Anyone found to be in possession of such items will be required to leave and the items will be confiscated. This includes laser pointers. Parents/guardians, and/or the authorities will be notified as appropriate.

Violence

Our organization seeks to provide a safe environment for individuals in our community. Violence and threats of violence will not be tolerated at the YMCA on our grounds, in organization facilities, in other facilities being utilized by our organization, or during YMCA sponsored activities and events. Employees are available to assist in the resolution of differences.

Disruptive Behavior

We take pride in the appearance of our organization and we always want to ensure members/participants are safe. Inappropriate or disruptive behavior is not permitted in our organization. This includes, but is not limited to, graffiti, littering, spitting or throwing objects that could intentionally or unintentionally harm others or cause disorder. Theft and behavior that results in destruction or loss of property is prohibited.

Reporting

Because our organization is dedicated to maintaining zero tolerance for abuse, it is imperative that everyone, including members/participants actively participate in the protection of others. Members and participants should not hesitate to notify a staff member if they feel their personal safety and comfort is being threatened. In the event that members/participants observe any suspicious or inappropriate behaviors and/or policy violations on the part of employees, volunteers or other members/participants, it is their personal responsibility to immediately report their observations. The Executive Director will investigate all reported incidents and in doing so, we ask that members and participants identify themselves to staff when asked. The Executive Director will meet with reporting individuals upon request to discuss the report and can offer contact information for local support resources. The Executive Director will continue to meet with the reporter, as is deemed appropriate, throughout the investigation. Suspension or termination of YMCA membership privileges may result if the Executive Director finds a violation of the code of conduct has occurred.

Family Organization

The YMCA of Washington County is a Christian based family organization that offers programs for all, with the emphasis on our youth. With that being said, members 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. Accommodations for alternative changing areas can be made by notifying the Y staff. Use of any video/picture taking equipment including phone cameras, in YMCA locker rooms, shower areas and the wellness center is prohibited.

To ensure the safety of our members/participants, 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 participations, and revoke 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.

Membership Termination

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 by the CEO if in his/her discretion a violation of the YMCA Member Code of Conduct has occurred.
- Membership scan cards remain the property of the YMCA and must be surrendered upon request.
- All fees incurred and paid for as a member, including the building and maintenance fee are nonrefundable.
- The YMCA also has my permission to photograph or video myself, spouse, child(ren) while participating in YMCA activities.

Membership Scan Cards

Access to all YMCA facilities and programs are limited to registered participants and active members. Your membership scan card is your key into all of the Y facilities. The card will be issued to you upon joining the YMCA. As a member it is required to have a photo of you on file in our system to ensure that we have the most up to date information for your account in our system. You are required to scan your card at the front desk when you enter the building. If you have forgotten your scan card please stop at the front desk and staff will manually check you into the facility. If you lose your membership scan card, replacement cards are \$5.00. It is the

responsibility of the member to have their scan card, as there are times the staff may not be available to assist you, due to helping another member at the moment.

General Building Rules

- Please do your part to keep the Y looking clean; pick up after yourself, put empty beverage containers and food items in proper receptacles.
- Glass bottles are not allowed in the Y. Food and drinks are allowed in the lobby area only.
- The Y is a tobacco/smoke/e-cigarette free environment.
- Shirt and shoes must be worn at all times in the Y.
- The Y is not responsible for lost or stolen items. (Check the lost and found at the front desk if you have lost an item).
- Padlocks for use in the locker rooms may be checked out at the front desk with your membership scan card. This is recommended to keep your possessions safe during your visit. Items must be removed from lockers after your workout is completed.
- Members who want to check out equipment for the gym or youth game room must do so at the front desk with their membership scan card. When equipment is returned in good condition the scan card will be given back. Damaged equipment will be assessed to members account for replacement cost.
- Members who are under the age of 8 must be supervised by a parent or an adult at all times while in the Y.
- Members must be 16 years of age or older to access the second level, unless they have completed a Wellness Center orientation with their parent and a staff member, then they may be 13 years of age or older.
- Members 8-13 years of age may use the gym during designated times, the youth game room and the lobby.
- No food or portable radios or speakers are allowed on the second level.
- Please return all weights to the appropriate racks when you are finished. Do not leave them on the machines or bars for others to put away.
- Please bring clean, dry shoes to wear on the second level and appropriate workout clothing.
- Please wipe down all equipment with sanitizer wipes when finished.
- Please be courteous to others and follow the rules posted in the Wellness Center.
- Adult locker rooms are off limits to all youth under the age of 18. Coverage is required, 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 the fitness equipment.
- Suits are required in the pool, proper workout attire and clean gym shoes should be worn while 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 DIVERSITY AND INCLUSIONS POLICY

The YMCA of Washington County consists of people from all ages and backgrounds working side by side to strengthen our 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. The YMCA of Washington County welcomes persons from all walks of life and operates in accordance to federal and/or state laws, specifically Iowa Code 216.2 and 216.7, to 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, guest 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, may be provided with a reasonable alternative changing area such as the use of the family changing area (Kalona and Washington) or the single stall private restroom (Wellman). 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.

The core values of caring, honesty, respect and responsibility guides us in everything we do. Our focus is to serve you in a way that makes your time here enjoyable and welcoming. If you have any questions or concerns please let the membership director or front desk staff know.

Feel free to call 319.653.2141 or email membership@washingtoney.org.

This organization believes consumers, and parents/guardians have valuable thoughts and insights to share regarding our operations. Accordingly, this organization encourages consumers and parents/guardians to share opinions, suggestions, concerns, questions and/or grievances about our policies, personnel and/or other matters impacting the organization. To request full grievance procedures, contact Human Relations at 319.653.2141 or accounting@washingtoney.org.

**The YMCA of Washington County, Kalona YMCA Recreation Center and Wellman Parkside Y
exist to strengthen our communities through
Youth Development, Healthy Living and Social Responsibility**