



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# Code of Conduct

The mission of the Knox County YMCA is to put Christian principles into practice through programs that build healthy spirit, mind and body for all. These principles include caring, honesty, respect and responsibility and are the basis for all we do as an organization. Using them as a guide, we have developed the following Code of Conduct to ensure that all who enter our facility enjoy a safe, welcoming and comfortable environment.

We respectfully require that all individuals act in a manner that upholds these principles at all times when they are in our facilities or participating in YMCA programs in our community. We expect those using the YMCA to behave in a way that shows respect and caring for others, which include not using any language that is inflammatory or obscene or engaging in any action that can hurt or frighten another person or that falls below a generally accepted standard of conduct. Specifically, action which does not show respect for others and is not permitted includes:

- ✓ Wearing appropriate clothing is required, including but not limited to only wearing swimsuits, in the pool area, and shoes, shorts and a shirt or leotard in all other areas of the facility. Clothing with vulgar or profane writing or pictures is not allowed in the facility. Individuals wearing such clothing will be asked to change clothes or leave the YMCA premises.
- ✓ Using angry or vulgar language, including, but not limited to swearing of any kind, name calling or shouting.
- ✓ Making physical contact with another person in an angry or threatening manner.
- ✓ Engaging in sexual activity or contact with another person.
- ✓ Harassment, bullying or intimidation by words, gestures, body language or any other menacing behavior.
- ✓ Stealing or destruction of property, whether intentional or as a proximate result of other behavior.
- ✓ Carrying or concealing any weapons, devices or objects which may be used as weapons.
- ✓ Using or possessing illegal drugs, controlled substances without valid prescription, chemicals or alcohol on YMCA property or in YMCA vehicles.
- ✓ All YMCA facilities and properties offer a smoke-free environment.
- ✓ Any other conduct of an inappropriate, threatening or offensive nature.

Members are encouraged to be responsible for their personal comfort and safety and to ask any person whose behavior threatens their comfort to refrain from doing so. If a member or guest feels uncomfortable confronting the person directly, they should report the behavior to a staff member.

The managers and supervision team of the Knox County YMCA will investigate all reported incidents. Suspension or termination of YMCA membership privileges, ranging in time from one day to permanent dismissal, may result from a determination by the management staff that a violation of this Code of Conduct has occurred.

**Knox County YMCA**  
**We are for Youth Development, Healthy Living & Social Responsibility**

CONDUCT	CONSEQUENCE	AUTHORITY
Use of any swearing vocabulary, vulgar or angry language General disregard of YMCA'S policies, rules or property	Verbal Warning	Any Staff Member
Use of angry, disrespectful or vulgar language with members or staff Further disregard of YMCA policies, rules or property after verbal warning	Minimum Removal for the Remainder of the Day	Manager on Duty and/or Building Supervisor
Harassing or intimidating by words, gestures, body language, or any other menacing behavior with members or staff Second documented one-day removal in 90 days	Minimum Two Week Suspension	Membership Director, Sr. Level Leadership and/or CEO
Passing of membership cards to unauthorized users Jeopardizing safety of themselves or others Physical contact in anger, threatening or sexual manner Second documented two-week suspension in twelve months	Minimum One Month Suspension	CEO
Chronic disregard for policies Sexual behavior that is harassing or intimidating in any fashion Physical violence against another, vandalism, stealing or illegal activity Carrying or concealing any weapons, devices or objects which may be used as weapons Second documented one-month suspension in twelve months	Membership Revoked	CEO

- Any staff member has the authority to remove members or guests for the remainder of the day for Code of Conduct violations.
- Manager on Duty/ Building Supervisor handles incident, fills out conduct report and gives to CEO/Director.
- Members are responsible for their guests and may have their guest privileges revoked.
- Membership revocation may be reviewed after one year, except for instances involving illegal activity.
- Refunds are given for the balance of the time remaining on a membership.
- Suspension/Revocation applies to all Knox County YMCA branch locations.