



CODE OF CONDUCT:

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

EMPLOYEE & VOLUNTEER

PROFESSIONAL EXPECTATIONS

- Act maturely and responsibly.
- Demonstrate honesty, respect, and integrity.
- Maintain a professional work environment.
- Treat everyone fairly regardless of age, sex, race, or religion.
- Serve as positive role models.

ABUSE PREVENTION

- No physical, sexual, or emotional abuse.
- No neglect.
- Report suspected abuse immediately.
- Cooperate with investigations.
- Accept responsibility for protecting others.

PROFESSIONAL BOUNDARIES

- No secrets with participants.
- Gifts only according to YMCA policy.
- No one-on-one interactions out of sight of others.
- No inappropriate touching.
- Respect personal boundaries.
- No comments about others' bodies.
- Appropriate displays of affection only.

RELATIONSHIPS

- Adults (18+) may not date or become romantically involved with minors.
- No romantic relationships with minor staff or volunteers.
- Follow Florida Age of Consent laws.

COMMUNICATION & TECHNOLOGY

- No pornography.
- No sexually explicit messages.
- No inappropriate online relationships.

SUPERVISION

- Never release a child to an unauthorized adult.
- Volunteers cannot use physical restraint.
- Employees may only use restraint in emergencies and must document it.

REPORTING REQUIREMENTS

- Report policy violations.
- Report abuse to Florida DCF.
- Complete annual abuse prevention training.
- Complete volunteer screening before assisting in programs.

EMPLOYMENT STANDARDS

- Individuals under investigation for or convicted of abuse are prohibited from serving.
- Violation may result in immediate termination.



CODE OF CONDUCT:

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

MEMBER, PARTICIPANT & GUEST

GENERAL BEHAVIOR

- Respect everyone.
- Follow YMCA policies.
- Maintain a safe, welcoming environment.

ABUSE & HARASSMENT

- No abuse or mistreatment.
- No obscene, racial, sexual, or profane language.
- Treat others respectfully.

PHYSICAL INTERACTIONS

Appropriate

- Side hugs
- High fives
- Handshakes
- Verbal praise
- Pats on shoulder/back

Inappropriate

- Full frontal hugs
- Kissing
- Wrestling
- Tickling
- Lap sitting
- Touching private areas
- Massage
- Hitting
- Spanking
- Unwanted affection

VERBAL CONDUCT

Appropriate

- Encouragement
- Praise
- Appropriate jokes

Inappropriate

- Bullying

- Name-calling
- Sexual jokes
- Hazing
- Cursing
- Humiliation
- Threatening language

DRESS CODE

- Appropriate attire required.
- No sexually revealing clothing.
- No nudity in shared spaces.

RELATIONSHIPS

- No inappropriate romantic behavior during programming.
- No relationships between minors and adult staff/volunteers.

ELECTRONIC COMMUNICATION

- Parent approval required.
- Rule of Three required.
- No private messaging between staff and minors.

SUBSTANCE USE

- No alcohol.
- No drugs.
- No tobacco or nicotine products.



CODE OF CONDUCT:

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

MEMBER, PARTICIPANT & GUEST

WEAPONS

- No weapons.
- No laser pointers.

VIOLENCE

- Zero tolerance.

THEFT

- Theft and dishonesty prohibited.

DISRUPTIVE BEHAVIOR

- No graffiti.
- No littering.
- No spitting.
- No throwing objects.

BULLYING

- Physical
- Verbal
- Relational
- Cyberbullying
- Sexualized bullying
- Hazing

REPORTING

- Report suspicious behavior.
- Report abuse prevention violations.
- Report favoritism or grooming behaviors.

OTHER

- Waiver required.
- False registration information may result in termination.
- Registered sex offenders/predators prohibited.



CODE OF CONDUCT:

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

CHILDREN & TEEN

RESPECT & SAFETY

- No abuse or mistreatment.
- Respect everyone.

DRESS CODE

- Appropriate clothing required.
- No revealing attire.
- No nudity in shared changing spaces.

PERSONAL RELATIONSHIPS

- No PDA during programming.
- No romantic relationships with employees or volunteers.

ONE-ON-ONE INTERACTIONS

- Private one-on-one interactions are prohibited unless approved.
- Report violations immediately.

ELECTRONIC COMMUNICATION

- Rule of Three required.
- Parent approval required.
- No private messaging.
- No sharing cell phones.

PROHIBITED ITEMS

- Pornography
- Alcohol
- Drugs
- Tobacco
- Weapons

BEHAVIOR

- No violence.
- No theft.
- No disruptive behavior.

BULLYING

- Physical
- Verbal
- Relational
- Cyberbullying
- Sexualized bullying
- Hazing

Reporting

- Report suspicious behavior.
- Report abuse prevention violations.
- Report inappropriate employee or volunteer conduct.



CODE OF CONDUCT:

TECHNOLOGY

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

ACCEPTABLE USE

- Use technology responsibly.
- Use technology ethically.
- Follow YMCA values.

INTERNET SAFETY

- Internet filtering is enforced.
- Do not bypass filters.

PORNOGRAPHY

- No access.
- No possession.
- No distribution.

ELECTRONIC COMMUNICATION

- Use YMCA email for YMCA business.
- No offensive or explicit content.
- No illegal activity.

DEVICE USE

- No phones in locker rooms or restrooms.
- No unauthorized recording.
- Cameras only with permission.

ONLINE CONDUCT

- No cyberbullying.
- No harassment.
- No hazing.
- No sharing confidential information.
- No personal attacks.

PRIVACY

- YMCA may monitor organization devices.
- Limited privacy on personal devices if policy violations occur.

CONSEQUENCES

- Violations may result in removal from the organization.

USE OF TECHNOLOGY ACKNOWLEDGEMENT

Employees, volunteers, members, and participants acknowledge that they:

- Have received the Technology Code of Conduct.
- Have read it.
- Agree to follow it.
- Understand violations may result in removal from the YMCA.

The document concludes with an electronic signature acknowledgement confirming agreement to all applicable Code of Conduct policies.

If your goal is to make this easier for onboarding or training, I can also reorganize everything into five clean, stand-alone documents (one for each audience) with consistent formatting and without repeated language.