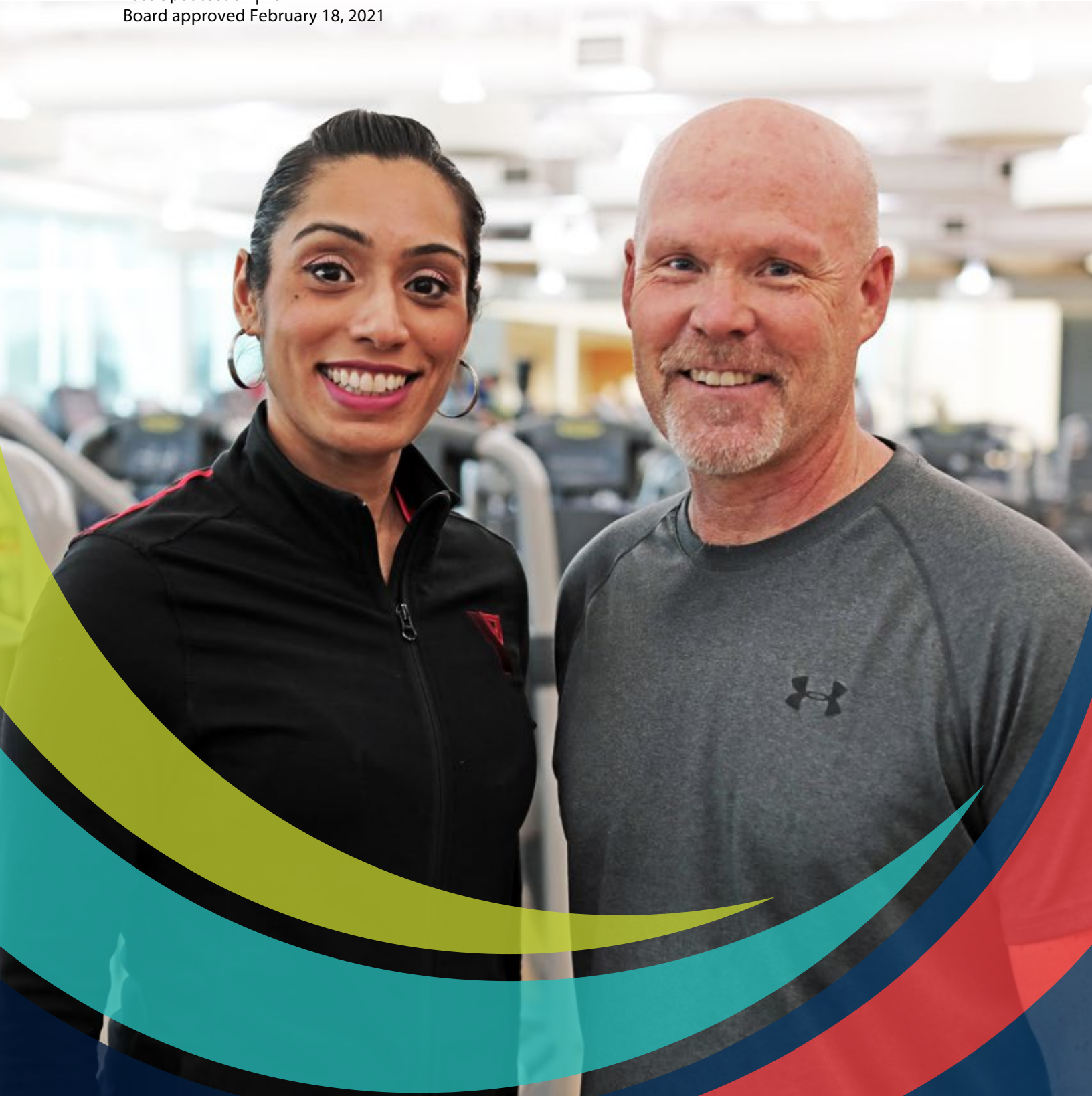




# Code of Conduct

Last Updated: 02 | 2021  
Board approved February 18, 2021



## YMCA of Lethbridge Code of Conduct

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The YMCA of Lethbridge Code of Conduct embodies the mission and values of the YMCA. It ensures our members, participants, and visitors always feel comfortable and safe while using YMCA of Lethbridge facilities. As a Member, participant,\* or visitor you agree to follow our YMCA of Lethbridge Code of Conduct.

This Code of Conduct is based on the values of caring, honesty, inclusiveness, respect, responsibility and providing an environment where all community members have a place to belong and thrive.

### **The following behaviors are prohibited at the YMCA of Lethbridge facilities, programs, services, and online communities:**

- 1. Inappropriate attire:** It is prohibited to wear clothing with vulgar language, obscene images, racial slurs, or anything that contributes to a hostile environment or inappropriate for a family environment.
- 2. Inappropriate language:** Hostile or vulgar language, including but not limited to; swearing, shouting and name calling.
- 3. Inappropriate conduct:** Any conduct that a reasonable person would view as inappropriate, threatening, or offensive.
- 4. Threatening physical contact:** Any threats or hostile physical conduct with another individual.
- 5. Sexual activity:** All conduct or demonstration of sexual activity.
- 6. Harassment/intimidation:** All forms of harassment or intimidation by words, gestures, body language, or behavior that demeans another person.
- 7. Exclusiveness/ Racism:** All forms of exclusiveness or racism by words, slurs, gestures, body language, or behavior that demeans another person.
- 8. Theft:** Any theft on the property of the YMCA of Lethbridge.
- 9. Destruction of property:** Destruction of property or behavior that results in the destruction of property.
- 10. Weapons:** Any weapon or object that may be used as a weapon (including play or fake items that appear to be real) is prohibited on all YMCA of Lethbridge properties.
- 11. Drugs or alcohol:** Possession, distribution, and sale of drugs or alcohol on YMCA of Lethbridge properties and YMCA of Lethbridge sponsored events and/or programs.
- 12. Tobacco:** The use of tobacco or similar products are not permitted within any YMCA of Lethbridge properties or during YMCA of Lethbridge sponsored events and/or programs. This includes but not limited to cigarettes, Vapes, and E-cigarettes.
- 13. Photography:** The use of cell phones, cameras or any electronic device to take pictures or record individuals without specific authorization and consent from the YMCA of Lethbridge is prohibited.
- 14. Social Media:** Using social media in a way that contradicts the code of conduct and disrespects members, participants, and visitors.
- 15. Training by Others:** Only YMCA of Lethbridge Personal Trainers, Coaches and Qualified instructors are permitted to provide instruction on exercise technique or equipment preparation and adjustments. This applies to the Swimming pool, the fitness centre and in the Field House. No external Personal Trainers, Coaches, or Instructors are permitted without prior approval from the YMCA of Lethbridge.

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Violating the YMCA of Lethbridge Code of Conduct may result in the suspension or cancellation of a membership or access to the facility by a participant. When an incident is being investigated the membership of the person(s) involved and/or accused of violating the Code of Conduct may be suspended until a final decision has been made.

The YMCA of Lethbridge is a shared experience for everyone to enjoy. Members, participants, and visitors are responsible for their personal conduct. All of us can ensure an environment based on growth, community, and inclusion by showing consideration and committing to treating each other with dignity, respect, taking care of the facilities, and following rules that are designed for the benefit of all.

\* "Participant" means a person in attendance at one of the YMCA facilities who is not a member or visitor.