

CODE OF CONDUCT

Guided by our values of Caring, Honesty, Respect, and Responsibility, the YMCA of Lincoln is committed to providing a safe, welcoming, and comfortable environment for all members, program participants, guests, volunteers, and staff. All individuals are expected to conduct themselves in a manner that reflects these values while in our facilities or participating in YMCA programs. Because the safety and wellbeing of our YMCA community is a paramount concern, the YMCA reserves the right, in its sole discretion, to deny, suspend, or terminate membership, program participation, or facility access when appropriate.

The examples below are illustrative and do not represent all conduct that may result in disciplinary action, suspension, termination of membership, or denial of access:

- Physical violence, threatening behavior, or unwanted physical contact.
- Sexual activity, sexual misconduct, or other inappropriate sexual behavior.
- Engaging in conduct that compromises the safety or wellbeing of children or vulnerable individuals, including conduct that violates YMCA abuse prevention policies.
- Abusive, profane, obscene, discriminatory, offensive, disruptive, harassing, or intimidating language or behavior, including through words, gestures, body language, or attire.
- Theft, vandalism, destruction, misuse, or defacement of YMCA property or the property of others.
- Possessing, carrying, concealing, displaying, or using a weapon or dangerous instrument on YMCA property, except as otherwise permitted by law and YMCA policy.
- Using, possessing, distributing, or being under the influence of illegal drugs or alcohol, or smoking, vaping, or using tobacco products on YMCA property.
- Taking or sharing photographs, videos, or recordings of others without permission, or in a manner that disrupts YMCA operations or programs. The use of camera devices in locker rooms, restrooms, changing areas, or other private spaces is prohibited.
- Soliciting business, selling products or services, petitioning, distributing materials, conducting private instruction or training (paid or unpaid), or engaging in unauthorized commercial activities on YMCA property.
- Unauthorized entry into the YMCA or assisting another person in gaining unauthorized access.
- Registered sex offenders, individuals convicted of crimes against children, or individuals whose presence the YMCA determines may pose a risk to the safety or wellbeing of others.
- Refusing to follow YMCA policies, procedures, safety rules, membership requirements, or reasonable instructions from YMCA staff including cooperating with staff and identifying oneself upon request.
- Any conduct that the YMCA determines may endanger the health, safety, wellbeing, or enjoyment of members, participants, guests, volunteers, or staff, or otherwise interfere with the YMCA's mission or operations.

If you witness conduct that threatens the safety or wellbeing of any person or disrupts YMCA operations, please notify a YMCA staff member immediately. Any known or suspected incident, allegation, or concern involving sexual misconduct, abuse, neglect, or exploitation must be reported to the YMCA immediately. Individuals who are required to report under Nebraska mandatory reporting laws must also make any required reports to the appropriate authorities.

The YMCA investigates reported incidents and reserves the right, in its sole discretion, to determine whether conduct violates this Code of Conduct and to take any action it deems appropriate to protect the YMCA community, including immediate removal from YMCA property, suspension or termination of membership or program participation, or denial of future access.

Thank you for helping us create a YMCA community where everyone feels welcome, respected, and safe.

GROWING STRONGER TOGETHER

We are part of a larger movement anchored in more than 10,000 neighborhoods nationally.

The Y has the long-standing relationships and physical presence not just to promise, but to deliver, lasting personal and social change. We are a powerful association of men, women, and children from all walks of life joined together by a shared passion to strengthen the foundations of community with a commitment to nurturing the potential of kids, promoting healthy living, and fostering a sense of social responsibility.

