



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

KENTUCKY YMCA YOUTH ASSOCIATION VOLUNTEER CODE OF CONDUCT

(Updated August 2019)

1. Volunteers shall abide by, and enforce, the Student Code of Conduct during all Kentucky YMCA events and programming. Volunteers will report any violation of the Volunteer or Student Code of Conduct immediately to the nearest Y Staff.
2. To protect YMCA staff, volunteers, and program members, at no time during a Kentucky YMCA program may a volunteer be alone with a single youth where they cannot be observed by others. As volunteers interact with youth, they should space themselves in such a way that another adult or two other youth can see them.
3. No type of abuse will be tolerated and may be cause for immediate dismissal and reporting. Volunteers shall not abuse people (including, but not limited to: program participants, staff, volunteers) in any way, including
 - physical abuse—striking, spanking, shaking, slapping, and so on;
 - verbal abuse—humiliating, degrading, threatening, and so on;
 - sexual abuse—touching or speaking inappropriately;
 - mental abuse—shaming, withholding kindness, being cruel, and so on;
 - neglect—withholding food, water, or basic care.
 - bullying—verbally, physically, mentally, or electronically targeting another person maliciously
6. Volunteers will use positive techniques of guidance, redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism. Volunteers will have age-appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is to be used only in situations to protect the child or other children from imminent danger, administered only as long as imminent danger to self or others exists, and must be documented in writing.
7. Volunteers will respond to youth with respect and consideration and treat all children equally, regardless of sex, gender, sexuality, race, religion, culture, socioeconomic status, or ability.
8. Volunteers will respect youths' rights not to be touched or looked at in ways that make them feel uncomfortable, and their right to say no.
9. Volunteers are not to transport youth they did not know prior to participation in the Kentucky YMCA programs alone in their own vehicles. If a situation requires immediate travel, notify Y-Staff.
10. Volunteers will abide by the Kentucky YMCA Dress Code during programming hours.
11. Using, possessing, or being under the influence of substances during working hours is prohibited. Use of substances at events outside of programming hours to which Kentucky YMCA youth participants have been invited is prohibited.
12. Participating, possessing, or using substances with under-age youth is prohibited. Contributing to or allowing underage youth to use substances in your presence is prohibited.



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13. Smoking/Vaping or use of tobacco during programming hours or when youth are present is prohibited.
14. Possession or use of any type of weapon or explosive device during programming is prohibited.
15. Offensiveness, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment in the presence of program participants, parents, and/or staff/volunteers is prohibited.
16. Volunteers may not be alone with youth they did not know prior to Kentucky YMCA Program Participation outside of the YMCA. This includes, but is not limited to: babysitting, sleepovers, driving or riding in cars, and inviting youth to their homes or private events. Any exceptions require a written explanation before the fact and are subject to prior administrator approval.
17. Volunteers will portray a positive role model for youth by maintaining an attitude of loyalty, patience, courtesy, and tact.
18. Volunteers should not give excessive gifts (e.g., TV, video games, jewelry) to youth. Volunteers should not give gifts to select youth. All non-excessive gifts must be given to a group of youth.
19. Volunteers may not date youth participants. Volunteers may not serve at any Kentucky YMCA Program in which they are romantically involved with any participants.
20. Volunteers may not take photos of student participants (including 18+). Volunteers may share the Kentucky YMCA Youth Association's social media posts that include student photos, but the organization's name must be intact.
21. Volunteers must report any other adult who violates any of the policies listed in the Volunteer, General Adult, or Student Codes of Conduct to the Conference Director or Executive Administration.
22. Volunteers are required to read and sign all safety policies related to identifying, documenting, and reporting disclosures of abuse and attend trainings on the subject.
23. Volunteers will act in a caring, honest, respectful, and responsible manner consistent with the mission of the Kentucky YMCA Youth Association.

I have reviewed the provisions of the Volunteer Code of Conduct as listed above and agree to abide by it. I understand that the Kentucky YMCA Youth Association may terminate my affiliation with the organization if I am found to be in violation of any of the provisions of this code. I also understand that criminal charges may be brought against me in the event that violation of this code also constitutes a violation of the law.

Name _____

Signature _____

Date _____