



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Code of Conduct Policy

The Skagit Valley Family YMCA is committed to providing a welcoming, safe, and enjoyable experience for everyone—regardless of age, race, religion, sexual orientation, language, gender identity or expression, or nationality. All members, program participants, guests, staff, and volunteers are expected to uphold the YMCA core values of:

- Caring
- Honesty
- Respect
- Responsibility

The practices below illustrate behavior that violates these values and is therefore prohibited on YMCA property, in YMCA vehicles, and during YMCA-sponsored programs off site.

CARING

- Harassment, intimidation, bullying, or threatening gestures toward anyone.
- Physical contact with another person in an angry, aggressive, or threatening way.
- Verbal abuse, including vulgar language, slurs, shouting, or name-calling.
- Failing to offer help or alert staff when someone appears in distress or unsafe.

HONESTY

- Theft, attempted theft, or destruction of property.
- Falsifying identity or membership status; sharing membership cards with others.
- Failure to check in: Members must scan their membership card or digital barcode at every visit. All guests (18+) must present a government issued photo ID and will be screened against the national sex offender registry.

RESPECT

- Engaging in sexually explicit conversation or conduct; any sexual contact with another person.
- Attire expectations: Wear clothing that is not disruptive, distracting, or offensive in a family facility.
- No garments displaying vulgar language, hate symbols, or references to alcohol, drugs, or gangs.



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- Closed toe athletic shoes and a top are required in fitness areas; proper swimwear in aquatics areas.
- Pants or shorts must be worn at the waist; undergarments should not be visible.
- Photography, video recording, or livestreaming of others without express consent is prohibited in all YMCA spaces and is strictly forbidden in locker rooms, restrooms, shower areas, and Child Watch.
- Loitering or lingering in nonprogram areas.

RESPONSIBILITY

- Possession or use of tobacco (including vaping devices), alcohol, illegal drugs, or weapons is not allowed anywhere on YMCA property, in vehicles, or at YMCA programs—indoors or outdoors.
- Not following lifeguard, instructor, or staff directions. Our staff are trained for your safety; please follow their instructions promptly and courteously.
- Any behavior that jeopardizes the health or safety of others.

CHILD & VULNERABLE PERSON PROTECTION

- The YMCA conducts regular sex offender screenings on all members, participants, and guests. A confirmed match will result in immediate suspension or termination of access.
- All staff, volunteers, and participants must comply with YMCA of the USA Child Protection Standards, including appropriate verbal interactions and displays of affection with youth.

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REPORTING & SELF ADVOCACY

If you feel unsafe, witness inappropriate behavior, or have a concern:

1. Politely ask the individual to stop *or*
2. Report the matter to any YMCA staff member. Reports are handled promptly, confidentially, and respectfully.

ENFORCEMENT & APPEALS

Violation of this Code may result in:

- Verbal warning



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- Temporary suspension of membership or program participation
- Permanent termination of membership and facility access

The action taken is at the discretion of the Executive Director or their designee. Individuals may submit a written appeal within 14 days of notification.

Thank you for helping maintain a safe, inclusive, and positive environment for all who walk through our doors. By upholding these standards, you ensure that the Skagit Valley Family YMCA remains a place where everyone can grow, thrive, and belong.