



**FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

## **TUSCARAWAS COUNTY YMCA CODE OF ETHICAL PRACTICE AND RELATIONSHIPS**

The Tuscarawas County YMCA will be bound by the code of ethical practices and relationships of the Association of Professional Directors of the YMCA of the USA. The issues of appropriate behavior among employees and participants are as important as it has ever been. Given increasing awareness of child abuse and concern for potential sexual harassment among employees and participants, the following are guidelines and the YMCA Child Abuse Prevention Plan for Staff & Volunteers will guide employee conduct and behavior:

1. During YMCA programs, staff members and volunteers should never be alone with a single child, out-of-sight or unobserved by other staff.
2. When counseling children, an observer (staff or volunteer) should join with the counseling employee or volunteer. If this is not possible, keep the counseling session (conversation) in the open where it can be viewed by others.
3. Employees and volunteers are to refrain from the use of offensive language, innuendoes, physical contact, or behavior, including sexual harassment or intimidation, to members, fellow employees, volunteers, or other participants in YMCA programs or activities.
4. Staff may not be alone with children they meet in YMCA programs outside of the YMCA. This includes babysitting, sleepovers, and inviting children to your home unless one of the following conditions exists.
  - a. You and the child's family or guardians have a relationship that predates your employment or volunteer position at the YMCA.
  - b. You and the child's family or guardians have a relationship that predates the child's enrollment in a YMCA program.
  - c. You and the child or child's family or guardians are related.
5. Staff shall not interact with children under the age of 18, whom they have become acquainted with through YMCA programs and activities, through, but not limited to, online services such as Facebook, LinkedIn, X, Instagram or other similar chatrooms or interactive services.
6. Anyone observing any inappropriate behavior, conduct, or abuse as noted above, or which they believe to be inappropriate, should report it to their supervisor and/or the CEO.

### **Sanctions**

A violation by an employee or volunteer of any of these guidelines will result in sanctions against said employee or volunteer up to and including immediate termination.

### **Acceptable Forms of Nonverbal Communication**

In working with children, the following, under appropriate conditions, may be permissible forms of nonverbal communication.

- |                             |   |
|-----------------------------|---|
| 1. Hand to Shoulder Contact | 5. Thumbs up                            |
| 2. "High Fives"             | 6. Rustling of Hair or Pats on the Head |
| 3. Side by Side Hugs        | 7. Hand Shakes                          |
| 4. Smiles                   | 8. Fist bumps                           |

Employee/Volunteer Signature \_\_\_\_\_ Date \_\_\_\_\_