



925 North Hermitage Rd.
Hermitage PA, 16148

Volunteer Code of Conduct

1. To protect YMCA volunteers and program members, at no time during a YMCA program may a volunteer be alone with a single person where he or she cannot be observed by others.
2. Volunteers will never leave a person unsupervised.
3. Volunteers must use positive techniques of guidance, including redirection, positive reinforcement, and encouragement rather than competition, comparison, and criticism.
4. Volunteers will respond to participants with respect & consideration and treat everyone equally.
5. Volunteers will respect a person's right not to be touched or looked at in ways that may make that person feel uncomfortable, and their right to say no.
6. Volunteers must appear clean, neat, well groomed and appropriately attired to project a positive image to the public and to each other. (No visible piercing, except for moderate earrings. Undergarments must be proper and discrete.)
7. Using, possessing, or being under the influence of alcohol or illegal drugs during volunteers hours is prohibited and will be cause for termination.
8. Smoking or use of tobacco in the presence of children or parents during volunteer hours is prohibited.
9. Possession or use of any type of weapon is prohibited during volunteer hours.
10. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment in the presence of participants, parents, volunteers, or staff is prohibited.
11. Volunteers will act in a caring, honest, respectful, and responsible manner consistent with the mission of the YMCA.

I have read, understand and will follow the YMCA Code of Ethics.

Signature

Date