



## VOLUNTEER CODE OF CONDUCT

- Volunteers will abide by the standards of conduct set forth by the YMCA of Lincoln, NE consistent with the mission of the YMCA. Volunteers must adhere to the YMCA Four Core Values of Caring, Honesty, Respect and Responsibility.
- Volunteers must portray a positive role model by maintaining a positive attitude of respect, patience, encouragement, integrity, courtesy, and maturity.
- At no time during a YMCA program should a volunteer be alone with a child where they cannot be observed by others.
- If working with children, volunteers should never leave a child involved with their program unsupervised. Children must be supervised at all times by YMCA staff or approved volunteers.
- Volunteers should appear clean, neat, and appropriately dressed.
- Volunteers are not to transport children involved in YMCA programs or program participants in their own vehicles. Exceptions may be made for volunteer coaches who have received permission from the child's parent involved in the YMCA Youth Sports activity.
- Volunteers must treat program participants of all races, religions, cultures, and backgrounds with the same respect and consideration.
- Volunteer may not smoke or use tobacco products on YMCA property or during YMCA events and activities.
- Using, possessing, or being under the influence of alcohol or illegal drugs on YMCA property or during YMCA events and activities is strictly prohibited
- Profanity, inappropriate jokes/gestures, intimate displays of affection towards others, sharing intimate details of one's personal life, offensive mannerisms (e.g., throwing things, flailing movements, foot stomping)and/or any other kind of harassment in the presence of children, parents, staff, and other volunteers is prohibited.
- Volunteers will use positive techniques of guidance, including redirection, positive reinforcement and encouragement, rather than competition, comparison and criticism. Volunteers should abstain from humiliating or frightening types of disciplinary actions.
- Volunteers will refrain from any action that could be considered child abuse, including; but not limited to:
  - Physical Abuse: spanking, slapping, striking, intimidating
  - Verbal Abuse: humiliating, degrading, threatening
  - Sexual Abuse: inappropriate gesturing, touching, language
  - Mental Abuse: neglecting, shaming, cruelty, put downs
- **State law requires any person who suspects that a child has been physically or sexually abused or neglected to report it promptly to the Nebraska Department of Health and Human Services. The YMCA expects a volunteer to abide by this law if they suspect a child they come in contact with has been abused.** The YMCA will assist volunteers with this process if they seek assistance from the Director responsible for the program they are volunteering with.
- Volunteers give the YMCA permission to, at any time, conduct appropriate background and reference checks. Upon request, volunteers must agree to provide any information needed to run such checks.
- The YMCA may discontinue an individual's volunteer status at any time for any reason. This may include permanent exclusion from YMCA facilities/programs as the YMCA deems necessary.