



SOUTH SOUND YMCA  
Youth Sports Coach's  
Child Abuse Prevention Training

CODE OF CONDUCT

1. In order to protect YMCA staff, volunteers, and program participants, at no time during a YMCA program may a staff person be alone with a single child where they cannot be observed by others without the consent of the branch executive director. As staff supervises children, they should space themselves in a way that other staff can see them.
2. Staff shall never leave a child unsupervised when left in the care of the YMCA (i.e., Child Care, Kids Night Out, youth sports, Playcare, etc.)
3. Restroom supervision: Staff will make sure the restroom is not occupied by suspicious or unknown individuals before allowing children to use the facilities. Staff will stand in the doorway while children are using the restroom. This policy allows privacy for the children and protection for the staff (not being alone with a child). If staff is assisting younger children, doors to the facility must remain open. No child, regardless of age, should ever enter a bathroom alone on a field trip. Always send children in pairs, and whenever possible, with staff.
4. Staff should conduct or supervise private activities in pairs—diapering, putting on bathing suits, taking showers, etc. When this is not feasible, staff should be positioned so that they are visible to others.
5. Staff shall not abuse children. Including:
  - Physical abuse such as striking, spanking, shaking, and slapping.
  - Verbal abuse such as humiliating, degrading and threatening.
  - Sexual abuse such as inappropriate touch or verbal exchange.
  - Mental abuse such as shaming, withholding love and cruelty.
  - Neglect such as withholding food, water and basic care.

Any type of abuse will not be tolerated and may be cause for immediate dismissal.

6. Staff must use positive techniques of guidance including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism. Staff will have age appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in predetermined situations (necessary to protect the child or other children from harm), is only administered in a prescribed manner and must be documented in writing.
7. Staff will observe a child's physical condition each day, as they enter the program, noting any fever, bumps, bruises, burns, etc. Questions or comments will be addressed to the child or parent in a non-threatening way. Any questionable marks or responses will be documented and reported.
8. Staff responds to children with respect and consideration and treats all children equally regardless of sex, race, religion and culture.

9. Staff will respect children's rights to not be touched in ways that make them feel uncomfortable, and their right to say no. Other than diapering and appropriate spotting touches, children are not to be touched on areas of their bodies that would be covered by a bathing suit.
10. Staff will refrain from intimate displays of affection towards others in the presence of children, parents and staff.
11. Staff must appear clean, neat, and appropriately attired and must wear a name tag, staff shirt or other item that will identify them as staff.
12. Using, possessing or being under the influence of alcohol or illegal drugs during working hours is prohibited.
13. Smoking or use of tobacco in the presence of children or parents during working hours is prohibited.
14. Profanity, inappropriate jokes, sharing intimate details of one's personal life and any kind of harassment in the presence of children or parents is prohibited.
15. Staff must be free of physical and psychological conditions that might adversely affect children's physical or mental health. If in doubt, an expert should be consulted.
16. Staff will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact and maturity.
17. 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. Any exceptions require a written explanation, signed parent permission and approval of the operating unit executive.
18. Staff is not to transport children in their own vehicles.
19. Staff may not date program participants under the age of 18 years of age.
20. For programs requiring parental release, staff will under no circumstances release children to anyone other than the authorized parent(s), guardian(s) or to an individual authorized by parents in writing, including relatives of the child.
21. Staff is required to read and sign all policies related to identifying, documenting and reporting child abuse and attend trainings on the subject.

I understand that any violation of this Code of Conduct may result in termination.

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Signature of Volunteer

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Date

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Print Name