



Code of Conduct for Coaches

The Adair County Family YMCA's commitment is to create an environment for youth that is safe, nurturing, empowering, and which promotes growth and success for the youth who participate in our programs. Any type of abuse will not be tolerated and will result in immediate dismissal from the program. Our program will fully cooperate with authorities if allegations of abuse are made and investigated. The Code of Conduct outlines specific expectations of staff and volunteers as we strive to accomplish our mission together.

- 1. Youth will be treated with respect at all times.**
- 2. Youth will be treated fairly regardless of race, sex, age, or religion.**
- 3. Staff and volunteers will not swear or tell off-color jokes.**
- 5. Staff and volunteers will not discuss their sexual encounters with or around youth or in any way involve youth in their personal problems or issues.**
- 6. Staff and volunteers will not date or become romantically involved with youth.**
- 7. Staff and volunteers will not use or be under the influence of alcohol or illegal drugs in the presence of youth.**
- 8. Staff and volunteers will not have sexually oriented materials, including printed or internet pornography, in the presence of youth and will not have inappropriate information on their public profiles.**
- 9. Staff and volunteers will not ask youth to keep any secrets.**
- 10. Staff and volunteers will dress conservatively in the appropriate clothing and avoid wearing provocative and revealing attire including midriffs, tank tops, halter tops, short shorts, or short skirts.**
- 11. Staff and volunteers will not stare at or comment on the youths' bodies**
- 12. Staff and volunteers will adhere to uniform standards of affection as outlined as follows:**

FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

Physical Contact

Our program has implemented a physical contact policy that will promote a positive, nurturing environment while protecting youth and volunteers from misunderstandings. The following guidelines are to be carefully followed by all volunteers working with youth:

Appropriate Physical Interactions	Inappropriate Physical Interactions
Side hugs Shoulder-to-shoulder or "temple" hugs Pats on the shoulder or back Handshakes "High-fives" and hand slapping Verbal praise Touching hands, shoulders, and arms Arms around shoulders Holding hands (with smaller children in escorting situations)	Full frontal hugs Kisses Touching bottom, chest or genital areas Showing affection in isolated areas Touching knees or legs Wrestling Piggyback rides Tickling Allowing a child to cling to a mentor's leg. Any type of massage given by or to a youth Any form of affection that is unwanted by youth Compliments that relate to physique or body development

1. Staff and volunteers will avoid affection with youth that cannot be observed by others.

2. Staff and volunteers will not engage in inappropriate electronic communication with youth.

3. Staff and volunteers shall not abuse youth in any way including the following:

- Physical abuse: hitting, spanking, slapping, unnecessary restraints.
- Verbal abuse: degrade, threaten, cursing.
- Sexual Abuse: inappropriate touch, exposing oneself, sexually oriented conversations.
- Mental abuse: shaming, humiliation, cruelty.
- Neglect: withholding food, water, shelter.

4. Youth are prohibited from engaging in the following:

- Hazing
- Bullying
- Derogatory name-calling.
- Ridicule or humiliation.

5. Staff and volunteers will report concerns or complaints about other staff and volunteers, other adults, or youth to their supervisor or coordinator.

6. Staff and volunteers who work in the program may not have engaged in or been accused or convicted of child abuse, indecency with a child, or injury to a child.

7. Staff and volunteers agree to cooperate fully with any investigation of suspected child abuse and failure to do so may be grounds for termination.

Date

Signature