



## Healthy Out of School Time (HOST) Waiver

### Code of Conduct Rules, Policies, and Expectations of Behaviors

We expect all teens to behave in a manner that is fitting for the YMCA, and that honors our core values of caring, honesty, respect and responsibility. The Code of Conduct is to be followed at all times. Failure to abide by these rules may result in removal from the program.

1. All teens must have a permission form and waiver on file, signed by a parent or guardian to use the teen center.
2. Staff shall be respected at all times.
3. Re-entry is not permitted, sign in once and sign out once.
4. Possession of or being under the influence of tobacco, alcohol, or drugs will not be tolerated.
5. In keeping with the values of the YMCA appropriate language is expected at all times. No swearing.
6. Overtly sexual actions including but not limited to, kissing, sitting on laps, laying on top of people, and inappropriate touching will not be tolerated.
7. Fighting and possession of weapons will not be tolerated.
8. Threats, bullying, and sexual harassment will not be tolerated.
9. Teens will respect the teen center and YMCA facilities and equipment. If something breaks it should be reported to a staff person immediately. Teens will be responsible for replacing items intentionally broken or vandalized.
10. Teens will come to the center appropriately dressed. No backless, strapless, midriff exposing, or spaghetti tops. No revealing shorts or mini skirts. Underwear will not be showing. Nor will clothing with explicit references to drugs, alcohol, tobacco, contain obscenities or offensive language, or having sexual references be allowed.
11. Any action, which poses a direct threat to the health or safety of others, including members/guests/staff, will not be tolerated.

Members and HOST participants are encouraged to request that anyone engaging in offensive behavior stop what they are doing. If a member/HOST participant feels uncomfortable confronting the person directly, they should report it immediately to a HOST staff person or another YMCA employee. Members and HOST participants should not hesitate to notify a staff person if assistance is needed. Our staff is here to help make the YMCA the best part of your day.

The HOST Coordinator will review all reported incidents. Consequences will apply based on the severity of the violation, but will follow the general guidelines set forth on the next page. All HOST Staff has the authority to ask a teen to leave for the remainder of the program. The HOST Coordinator will determine any further disciplinary action. If the HOST Coordinator is not available, the Fitness and Program Director or the CEO will deem the appropriate consequences.



Liability Release

I, the undersigned, do hereby agree to all the individual(s) named herein to participate in the Healthy Out of School Time Program and I further agree to indemnify and hold the Tri-Cities Family YMCA harmless from and against any and all liability for any injury which may be suffered by the aforementioned individual arising out of or in any way connected with his/her participation in this activity. I have read, understand and agree to all rules, policies and expectations of behavior. I also understand that teens are allowed to sign themselves in and out the program, and that the Tri-Cities Family YMCA is not liable for the individual once they have signed out of the program.

I ACKNOWLEDGE THAT I HAVE READ THIS WAIVER AND RELEASE AND I FULLY UNDERSTAND THAT, BY SIGNING BELOW, I AM WAIVING ANY RIGHT THAT I MAY HAVE TO BRING LEGAL ACTION OR TO ASSERT A CLAIM AGAINST THE TRI-CITIES FAMILY YMCA FOR NEGLIGENCE.

**By signing this form I testify that I have read, understand, and agree to all terms and conditions listed.**

\_\_\_\_\_  
Parent/Guardian Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Teen Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Printed Name

## Healthy Out of School Time Rules

Level	Conduct	Value Violated	Consequences	Authority
1	<ul style="list-style-type: none"> <li>Using angry or vulgar language</li> <li>General disregard of YMCA policies, rules, or property</li> <li>Use of angry, disrespectful or vulgar language with members or staff</li> <li>Further disregard of YMCA policies, rules, or property after verbal warning</li> <li>Refusal to participate in scheduled programming</li> </ul>	Respect Caring Responsibility	MINIMUM: Verbal warning MAXIMUM: Indefinite removal Parents will be notified	HOST Staff HOST Coordinator Full Time Director level staff
2	<ul style="list-style-type: none"> <li>Harassing or intimidating by words, gestures, body language, or other menacing behavior with members or staff</li> <li>Attempt to sneak past the Welcome Center</li> <li>Second documented one day removal in 30 days</li> <li>Continued disregard of YMCA policies, rules, or property after verbal warning</li> </ul>	Respect Caring Responsibility	MINIMUM: One week suspension MAXIMUM: Indefinite removal Parents will be notified	HOST Staff HOST Coordinator Full Time Director level staff
3	<ul style="list-style-type: none"> <li>Passing of membership cards to unauthorized users</li> <li>Intentional physical contact in any angry, threatening, or sexual manner</li> <li>Sneaking past the Welcome Center</li> <li>Second documents week suspension in a 3 month period</li> </ul>	Respect Caring Responsibility Honesty	MINIMUM: One month suspension MAXIMUM: Indefinite removal Parents will be notified	HOST Staff HOST Coordinator Full Time Director level staff
	<ul style="list-style-type: none"> <li>Physical violence against another, vandalism, including sexual activity in the locker rooms or other areas of the facility</li> <li>Using or possessing illegal chemicals or alcohol on the YMCA</li> </ul>	Respect Caring Responsibility	MINIMUM: One year suspension MAXIMUM: Indefinite removal Parents will be notified	HOST Staff HOST Coordinator Full Time Director level staff



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FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY**

4	property or YMCA vehicles <ul style="list-style-type: none"><li>• Carrying or concealing any weapons, devices or objects that can be used as weapons</li><li>• Chronic disregard for YMCA policies, theft, or any other illegal activity</li></ul>	Honesty		
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