

# YMCA VOLUNTEER GUIDELINES



## Code of Ethics & Rules

- Smoking or use of tobacco on facility grounds or in the presence of children is prohibited.
- Using, possessing or being under the influence of alcohol or illegal drugs will not be tolerated and is strictly prohibited.
- Volunteers shall not abuse children in any way including physically, verbally, sexually and mentally.
- Volunteers must treat children of all races, religions and cultures with respect.
- Volunteers must use positive techniques of guidance, including positive reinforcement and encouragement rather than competition, comparison or criticism.
- Volunteers shall not use profanity in the presence of children or adults.
- Volunteers shall refrain from intimate display of affection toward others in the presence of children, parents and staff.
- Volunteers shall not accept money or expensive gifts.
- Volunteers will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, integrity, courtesy, tact and maturity.
- Volunteers will do everything within their power to avoid being put in a situation where they are alone with YMCA child participants.
- Volunteers will not fraternize with YMCA youth participants away from the YMCA. If volunteers have children that have participants as friends, the volunteer must obtain permission from the youth participant's parents to fraternize with their children.
- Volunteers understand that allegations or suspicions of child abuse are taken very seriously by the YMCA and will be reported to the State for investigation and that the YMCA will fully cooperate with any related investigation and will pursue the prosecution of child abusers to its fullest extent of the laws of this State. Florida law requires that all citizens report any suspected abuse or neglect of a child to the Florida Department of Children and Families.
- Volunteers understand that in addition to the mandates described in the Code of Ethics and Rules, the YMCA will, among other things, conduct periodic interviews/evaluations with children and parents to encourage reports of anything out of the ordinary.
- Volunteers understand that any violation of the Code of Ethics & Rules may be grounds for removal as a volunteer.

## YMCA's Position on the Nationwide Problem of Child Abuse

- The YMCA endorses and enforces its policies and practices to prevent child abuse. Our first priority in all youth programs is care and safety. We make every effort to prevent child abuse; verbal, physical, emotional or sexual.
- The YMCA's goals are to support and strengthen the family unit, to help children develop to their fullest potential and to deliver the program in a positive YMCA environment of safety, support and care.
- All candidates will be subject to a thorough background investigation to screen out molesters which may include, but is not limited to, the following: references of past employers, personal references, military records, volunteer organization history, civic involvement, criminal background history, personal characteristics/activities, psychological testing, periodic interviews with children and parents about day-to-day experiences, encouraging reports of anything out of the ordinary.
- I have been informed of the YMCA's position regarding child abuse, and have read and understand that portion of my Volunteer Application and Agreement entitled, "The YMCA's Position on the Nation-Wide Problem of Child Abuse."

## Volunteer Acknowledgment

- I am aware of the YMCA Emergency Procedures and Safety Policy stated in the Risk Management Policies Binder located at the member services counter and have read, understand and agree to abide by these procedures.
- I understand that I am to immediately report accidents or injuries of myself and participants to the YMCA branch supervisor.
- I understand that I am required by law to report known or suspected instances of child abuse and that not doing so is considered a misdemeanor. Call 1-800-96-ABUSE and notify the Branch Director.
- I understand that the policy of the YMCA is to cooperate with the authorities in the investigation of suspected child abuse and molestation situations. I, as a volunteer, agree to cooperate with the investigation as required.
- I understand that the policy of the YMCA is to refer all inquiries from the media or press to the appropriate YMCA staff person.

## Participation and Release from Liability

- **Volunteer Terms:** I understand the YMCA does not provide insurance and related benefits to volunteers. As an example, there are no insurance plans for volunteers, including no medical, accident, dental, workers compensation, disability, or other coverage. The YMCA does not offer free memberships to volunteers. Volunteers may not trade their time for free or reduced cost in program participation.
- **Property Loss:** I understand the YMCA is not responsible for my personal property lost, damaged or stolen while participating in YMCA volunteer activities.
- **Medical Treatment:** I give permission for YMCA representatives to provide or arrange for emergency care for me, and to arrange for transport to an emergency center for treatment. I consent to medical treatment deemed immediately necessary or advisable by a physician if I am unable to act on my own behalf. I understand that the YMCA is not responsible for payment of medical treatment if deemed necessary by a physician.
- **Photograph Permission:** I give permission for the YMCA to use, without limitation or obligation, photographs or other media that may include my image or voice to promote or interpret YMCA programs. I understand that during my volunteer work with the YMCA, any photos taken of me may be used in future promotional materials.
- **Release from Liability:** I understand that accidents may occur during my volunteer activities. By signing below, I release the YMCA, its agents, directors, consultants, and employees from all liability based on any damage, loss or injury, whether it is the result of ordinary negligence or otherwise, caused to me or my dependent from participation as a volunteer.

I have read the preceding document and being fully aware of the matters contained in this Volunteer Guidelines document, I still desire consideration as a volunteer for the YMCA of Florida's First Coast.

Signature \_\_\_\_\_ Date \_\_\_\_\_

## Volunteer Coaches Creed

- I pledge myself to uphold the high standards of the YMCA in all my associations with team members, coaches, spectators and opposing teams.
- I will, by personal example, display the qualities of leadership, which will inspire youth to strive toward the goal of competition.
- In accordance with the YMCA principles, I shall make fair play and good sportsmanship the primary objective of all competition.
- My primary aim as a YMCA coach shall be the development of youth spiritually, mentally and physically.
- I will abide by and uphold the rules and regulations governing athletic contests, as established by the YMCA.
- I will, before any athletic contest is started, line up all my players and coaches together with the officials and recite the YMCA pledge or prayer.
- I will, after the athletic contests, line up my team facing the other team and lead them in shaking hands with each member and coach.

I have read the Volunteer Coaches Creed and fully agree with the conditions of the Creed. I fully understand the team that I am coaching is not my team, but is a YMCA team, and I understand that I will be relieved of my duties as coach if found guilty of any major violation.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**Mission Statement:** To put Christian principles into practice through programs that build healthy spirit, mind and body for all.