

MEMBERSHIP CODE OF CONDUCT

Our Mission: "To put Judeo-Christian principles into practice through programs that build healthy spirit, mind and body for all."

We are committed to providing a safe and welcoming environment for all members and guests. Our mission statement and core values serve as a basis for our Code of Conduct. Consistent with these guiding principles we expect individuals to behave in a manner that is caring, honest, respectful and responsible at all times when on the YMCA campus or participating in our programs.

At the YMCA, we demonstrate Caring, Honesty, Respect and Responsibility by:

- Speaking in respectful tones; harassment or intimidation by words, actions or any type of menacing or degrading behavior, verbal abuse, vulgar language, name-calling, or shouting is prohibited.
- Resolving conflicts in a respectful, honest, and caring manner; never resorting to physical contact or threatening gestures; fighting, shoving, aggressive behavior of any kind is prohibited.
- Respecting and being mindful of others in the gym; refraining from leaving cell phone ringer on, slamming weights, playing your own music too loudly.
- Respecting others by refraining from intimate behavior in public; abstaining from explicit conversation, behavior, or contact of a sexual nature.
- Wear modest, appropriate attire in appropriate areas.
- The use of video recorders, cameras, cellular phones equipped with cameras, or other visual recording devices for photographing can only be used to take pictures of your family members. Use in locker room, family changing room, and restrooms is prohibited. No one is allowed to take pictures of other members.
- Respecting the property of others, cleaning up after yourself and putting away your equipment; never engaging in theft, destruction or defacing of property, littering is also prohibited.
- Creating a safe, caring environment; never possessing, carrying or concealing, using or distributing a weapon or any object that may be used as a weapon (Law enforcement personnel are exempt).

- Participating in programs to build a healthy spirit, mind and body; never engaging in the use, sale, dispensing, or possession of illegal drugs or narcotics or the use of alcohol or tobacco on YMCA premises or during YMCA programming. Members under the influence of alcohol or illegal chemicals will be asked to leave the premises immediately and for the remainder of that day.
- Refraining from smoking; the use of tobacco products including smokeless tobacco products, e-cigarettes, and unregulated nicotine products are strictly prohibited.
- Refraining from disrupting the general peaceful atmosphere; loitering within or on the grounds of the YMCA is prohibited.
- **Adherence to the YMCA's mission and** code of conduct is essential; noncompliance and behavior contrary to our mission and code of conduct may result in suspension or termination of YMCA membership privileges.
- Members are also limited to two guest passes per day.

Participation in YMCA activities and facilities by sexual offenders is denied and participation privileges will be revoked for any current member, participant or guest who is listed in the National Offender Registry.

Anyone who feels that this Code of Conduct is being violated should immediately report the behavior to a staff person on duty for assistance. YMCA staff members are eager to be of assistance. The staff of the YMCA reserves the right to determine the appropriateness of behavior to ensure compatibility with the YMCA mission and Code of Conduct.

Reported incidents will be investigated by the Executive Director and the Director of Human Resources and Risk Management. While an incident is being investigated, the membership of the person(s) accused of a violation may be temporarily suspended pending a final decision. Any member who violates the code of conduct must meet with the Membership Director or Executive Center Director to discuss their conduct before reentry into the building. Anyone 15 years of age or under will have their parents called if the person is asked to leave the facility.

MEMBERSHIP PRIVACY POLICY

This Privacy Policy explains the manner in which Ozarks Regional YMCA may collect, use and disclose personal information which you provide to us. By visiting this Site or otherwise providing us with your personal information, you agree to be bound by the terms of this policy. We want to assure you that YMCA takes privacy matters very seriously and is committed to protecting your privacy.

We collect personal information that you provide to us or that is otherwise provided to us on your behalf. You may choose to provide certain personal information in order to access or use certain features or services, such as making a purchase, joining and paying your membership fees, requesting information. Such information may include your name, phone number, e-mail address, mailing address, credit card or banking information or other information. You can always choose not to provide information, but it may limit your ability to use a particular service.

By providing your personal information to us, you are authorizing us to collect, use and disclose such information in the manner outlined in this policy. Your information will only be used for the purposes for which it was provided or in order to contact you regarding related matters. We limit the information we collect to what we feel is necessary for those purposes.

We may periodically send you newsletters, e-mails or similar communications featuring YMCA promotions, news about new YMCA programs and services, requests for your feedback, or other information we think may be of interest to you.

YMCA will not disclose, trade, rent, sell or otherwise transfer your personal information for purposes other than as those set out herein, except with your consent or as required or permitted by law.

YMCA may disclose your personal information to third party service providers or agents who provide services to or on behalf of YMCA or its members such as, but not limited to, data management and storage services, background screening services, Y-USA national membership, or when we are required by law to do so (for example, in response to a subpoena issued by a court).

You have a right to challenge the accuracy and completeness of your personal information and to have it corrected and make special requests, as appropriate. Security for all personal information is extremely important to us. We store your personal information securely and use encryption and/or other special procedures designed to protect the information we collect from loss, misuse, unauthorized access or disclosure, alteration or destruction. Unfortunately, no data transmission over the Internet can ever be guaranteed to be 100% secure. As a result, while we strive to protect your personal information, YMCA cannot ensure or warrant the security of any information you transmit to us and you do so at your own risk.

We reserve the right to update or modify this policy at any time and from time to time without prior notice by posting a revised version of the policy.

PART-TIME EMPLOYEE MEMBERSHIP BENEFIT POLICY PROPOSAL:

Part-time employees will be granted complimentary individual memberships at any Ozarks Regional YMCA facility. Part-time employees must work an average of three hours per week to qualify for any and all part-time benefits. Employees may receive credit equal to the cost of an individual membership when upgrading to a household membership.

Program Privileges

Part-time employees may participate in Ozarks Regional YMCA programs that are Group Activities at ½ of the member rate when upgrade to a family membership. The following program discounts are available:

General Group Activities or Program Classes: 50% discount (excluding residential)

~~Private Activities or Classes: 50% program discount member rate?~~