

## **YMCA of Honolulu Member Code of Conduct**

The YMCA of Honolulu is committed to providing a safe and welcoming environment for all members, participants, and guests. To promote safety and comfort for all, all individuals are asked to act appropriately at all times when in YMCA programs or while visiting Y property.

Our values are honesty, caring, respect, and responsibility. We expect individuals using the YMCA to act maturely, behave responsibly, and respect the rights and dignity of others. This Code of Conduct outlines expectations and prohibited actions. Noncompliance may result in suspension or termination of membership, program participation, and/or access to YMCA properties.

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### **General Conduct Expectations**

- Follow all YMCA policies, procedures, and safety protocols.
  - Treat others with respect, dignity, and kindness.
  - Maintain respectful and suitable attire that aligns with our community standards and safety guidelines, according to the rules posted online and in each area of the Y.
  - Refrain from inappropriate or disruptive behavior, including shouting, obscene language, or gestures.
  - Adhere to all fitness floor, pool, locker room, and facility-specific guidelines posted onsite and online.
  - Respect YMCA property and the property of others.
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### **Prohibited Actions**

The following outlines prohibited actions on YMCA property, but the actions listed below are not an all-inclusive list of behaviors considered inappropriate in our facilities and programs.

- Possessing, using, or being under the influence of illegal substances.
- Demonstrating signs of intoxication on YMCA property.
- Smoking, vaping, or using tobacco products on YMCA property.
- Carrying or concealing weapons or dangerous objects.
- Harassment, discrimination, or intimidation by words, gestures, body language, or any type of menacing or unwelcome behavior.
- Engaging in physically aggressive or threatening behavior, including fighting, attempting to cause or causing bodily injury, threatening, or coercing.
- Verbally abusive, disruptive, discourteous, or disparaging behavior, including obscene or vulgar language, shouting, name-calling, or the use of profanity towards another.
- Sexually explicit conversation or behavior; any sexual contact with another person on Y property.
- Theft, vandalism, or any behavior that results in the destruction or loss of property.

- Loitering within or on the grounds of the YMCA.
  - Use of electronic devices that are capable of taking photos and/or videos within locker rooms and restrooms.
  - Solicitation, promoting, or selling non-YMCA of Honolulu products or services within any YMCA facility, program, or service location. This includes the parking lot, all facility spaces, and YMCA-hosted events or gatherings. Exceptions are made only for YMCA-authorized vendors or sponsors who have received formal consent from YMCA management for specific, approved events.
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### **Communicable Diseases**

If you have a fever or have any symptoms of a contagious illness, please stay home until you are well.

1. Wash hands frequently and use provided sanitizer before and after a workout.
  2. Wipe down equipment with the disinfectant provided before and after use.
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### **Abuse or Mistreatment**

Our organization's top priority is keeping all individuals safe. Any form of abuse or mistreatment of others is prohibited. Individuals shall not abuse or mistreat others in any way. Use of abusive language, obscene or profane language, including racial, religious, or sexual references directed at other people will not be tolerated. It is important to treat others as you would like to be treated.

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### **Child Abuse Prevention Standards**

The YMCA of Honolulu adheres to strict Child Abuse Prevention Standards to ensure a safe environment for minors. All members, staff, and volunteers must follow the following guidelines when interacting with minors:

#### **Maintain appropriate physical and verbal interactions with minors at all times.**

##### **Appropriate Physical Interactions:**

- Side hugs, high-fives, and pats on the shoulder.
- Handshakes and verbal praise.
- Touching hands, shoulders, or arms in a respectful manner.

##### **Inappropriate Physical Interactions:**

- Full-frontal hugs, kissing, or lap-sitting.
- Showing affection in isolated areas.
- Wrestling, tickling, or piggyback rides.
- Exposing oneself.
- Viewing or showing others pornographic materials.

- Hitting, spanking, shaking, or slapping.
- Touching bottom, chest, or genital areas.
- Any unwanted form of affection or physical contact.

**Appropriate Verbal Interactions:**

- Encouragement and praise.
- Respectful conversations.

**Inappropriate Verbal Interactions:**

- Name-calling, bullying, belittling, or shaming.
- Ridiculing, humiliation, hazing,
- Discussing sexual topics or making inappropriate jokes.
- Harsh or derogatory language or cursing.
- Inappropriate games like "Truth or Dare" and "Never Have I Ever."

**Additional Inappropriate Behavior Towards Minors:**

In addition to the inappropriate verbal and physical examples listed above, other suspicious or inappropriate behavior includes but is not limited to:

- Violation of any child abuse prevention policies
- Seeking private time or one-on-one time with minors
- Buying excessive gifts for minors
- Making suggestive comments to minors
- Showing favoritism to an individual

**Electronic Communication Guidelines:**

- Direct, private messaging between minors who are not family members and employees/volunteers/members is prohibited.
- The "Rule of Three" applies—communication with minors should include at least one additional adult.
- Parent/guardian approval is required for electronic communication with minors.

**Relationships with Minors:**

There should never be, under any condition, a romantic or otherwise inappropriate personal relationship between a minor member/participant and an adult member, employee, or volunteer.

**Reporting Responsibilities:**

All members of the YMCA community are encouraged to participate in the protection of children in all YMCA programs. Because our organization is dedicated to maintaining zero tolerance for abuse, it is imperative that everyone actively participates in the protection of all by reporting any suspicious or inappropriate behavior observed.

**Reporting:**

- Any suspicion or violation of child abuse prevention policies must be reported immediately.

- Contact the YMCA Confidential Hotline at 808-541-5264 (Ext. 8264) or use the online reporting tool on our website under "Know. See. Respond."

## Bullying

The YMCA strictly prohibits bullying in any form. Bullying is repeated, intentional aggressive behavior that creates an imbalance of power. It includes:

- Physical bullying: Hitting, pushing, kicking, or other physical harm.
- Verbal bullying: Insults, name-calling, or belittling remarks.
- Relational bullying: Social exclusion, gossip, or intimidation through gestures.
- Cyberbullying: Harassment through digital means, such as emails, messages, or social media.
- Hazing: Any act that humiliates, degrades, or endangers someone, regardless of consent.
- Sexualized bullying: Unwanted sexual comments, sexting, or inappropriate exposure.

Encouraging or ignoring bullying behavior is also a violation of this policy. The YMCA will take necessary action to prevent and address bullying to ensure a safe and respectful environment for all members, participants, guests, employees, and volunteers.

## Registration, Member Photo, & Waivers

Providing false information when registering for membership or programs can result in immediate termination. All members, participants, and visitors must sign the waiver **as is** to enter the facility or participate in Y programs. No changes may be made to the waiver. We require a photo of all members on file.

## Application of Policy

All expectations outlined in this Code of Conduct pertain to members of all ages. Additional guidelines for youth members' usage of the facility are outlined in the chart below. Membership ages and types are as follows:

Type	Details
Y Adult Membership	Age 27-64
Y Dual Membership	2 adults ages 19 and up
Y Family Membership	Includes 1 adult and all dependent children age 18 and under that live at your address
	Includes 2 adults and all dependent children age 18 and under that live at your address
	Includes 3 adults and all dependent children age

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	18 and under that live at your address
	Includes 4 adults and all dependent children age 18 and under that live at your address
Y Senior Membership	Age 65 and up
Y Young Adult Membership	Age 19-26
Y Teen Membership	Ages 13-18

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### **Termination of Membership**

The YMCA reserves the right to revoke or deny membership or access to any individual who fails to adhere to established safety protocols, policies, and procedures designed to safeguard the well-being of all members, guests, and staff.

Additionally, the YMCA retains the right to deny access or membership to any person who has been accused or convicted of a crime involving sexual abuse, is or has been a registered sex offender, has been convicted of offenses related to the use, sale, possession, or transportation of illegal substances, or is currently or habitually under the influence of drugs, narcotics, or intoxicating substances.

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### **Commitment to a Safe Community**

All members, guests, and participants play a role in fostering a safe and respectful YMCA environment. Failure to adhere to this Code of Conduct may result in immediate disciplinary action, including suspension or termination of membership privileges. Thank you for helping us uphold a culture of safety, respect, and inclusivity at the YMCA of Honolulu.

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