



Our Employee Code of Conduct

The development of children is the core of which the Y's values were built. This is why the safety of all children in our care is our number one priority. Staff and volunteers at Boonslick Heartland YMCA follow our Code of Conduct to ensure the safety of all children who come through our doors, whether they're regular program participants or only visit once a year.

During Child Abuse Prevention Month, the Y wants to make sure that all members understand this Code of Conduct. A key tool in abuse prevention is knowledge, so it's important that parents and caregivers are informed of the Y's policies around children. Together we can work to ensure all children in our community reach their full potential.

At the Boonslick Heartland YMCA we expect staff, members, participants and guests to behave in accordance with our mission and values, respecting the rights and dignity of others. At the Y we demonstrate caring, honesty, respect and responsibility by:

- Speaking in respectful tones
- Resolving conflicts in a respectful, honest and caring manner
- Respecting others by ensuring that an adult is supervising children age 11 and under
- Creating a safe, caring environment - never possess, use or distribute a firearm, ordinance or other weapon anywhere on Y property
- Caring for our personal belongings
- Participating in programs to build a healthy spirit, mind and body

In addition to our Code of Conduct, the Y also has a number of safety measures intended to keep kids safe. This includes:

- criminal background checks on staff and volunteers
- required staff training on recognizing and preventing abuse
- prohibiting staff/volunteers from being alone with a child where they cannot be observed by others
- limiting staff contact with children outside of Y programs
- reporting any allegations or suspicions of abuse to law enforcement.

If you have questions about the Y's Code of Conduct or our child safety measures policy, please contact our CEO, Matt Schneringer at matts@bhymca.org.