



## CODE OF BEHAVIOUR

The Y is a shared experience for everyone to enjoy. Each of us can make it better for all by being considerate of others. Y members, participants and staff pledge to treat one another with respect and dignity. Membership is enhanced when all members share in promoting agreed standards of courtesy and behavior.

Intent of this policy:

- to treat everyone fairly and with respect
- to provide safe, clean and comfortable surroundings
- to create policies and systems that serve members and visitors

Behaviour such as the following will not be tolerated at any YMCA-YWCA of Greater Victoria site, program or function:

- Any delinquent or disruptive behaviour;
- Any action or language that is disrespectful, profane or offensive to another's comfort or well-being;
- Any abuse of the facility and/or the equipment;
- Any physical assault, threats of assault or use of intimidation;
- Any sexual, homophobic, ethnocultural and/or racial abuse, slurs and/or harassment;
- The possession or use of weapons or items intended to be used as weapons;
- The use, possession or unauthorized sale of alcohol, or the use, possession or sale of illicit drugs;
- Fraud, which includes misuse of membership cards and/or facilities.

Staff are sensitive to unique circumstances that may affect members' behaviour.

No photography or recording devices are permitted anywhere in Y programs or facilities.

Failure to comply with the Code of Behaviour may result in being asked to leave the site or program, and possibly extended or permanent suspension of membership.