

**YMCA of Greater Montgomery**  
**VOLUNTEER CODE OF CONDUCT**

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| <ol style="list-style-type: none"> <li>1. In order to protect organization volunteers and program participants – at no time during an organization program may a volunteer be alone with a single child where they cannot be observed by others. As volunteers supervise children, they should space themselves in a way that other staff can see them.</li> <li>2. Volunteers shall never leave a child unsupervised.</li> <li>3. Restroom supervision: Volunteers will ensure:             <ul style="list-style-type: none"> <li>• The restroom is not occupied by suspicious or unknown individuals before allowing children to use the facilities.</li> <li>• Children are with an adult volunteer and proceed in groups of three or more (e.g. 1 volunteer and 2 children or 2 volunteers and 1 child) when using the bathroom.</li> <li>• Either 'line of sight' or 'line of sound' supervision is maintained while children are using the facilities.</li> <li>• No child, regardless of age, enters a bathroom alone on a field trip.</li> <li>• If volunteers are assisting younger children, doors to the facility must remain open.</li> </ul> </li> <li>4. Volunteers should conduct or supervise private activities in pairs - diapering, putting on bathing suits, taking showers, etc. When this is not feasible, volunteers should be positioned so that they are visible to others.</li> <li>5. Volunteers shall not abuse children including:             <ul style="list-style-type: none"> <li>• physical abuse – strike, spank, shake, slap;</li> <li>• verbal abuse – humiliate, degrade, threaten;</li> <li>• sexual abuse – inappropriate touch or verbal exchange;</li> <li>• mental abuse – shaming, withholding love, cruelty;</li> <li>• neglect – withholding food, water, basic care, etc.</li> </ul> <p>Any type of abuse will not be tolerated and may be cause for immediate dismissal.</p> </li> <li>6. Volunteers must use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism. Volunteers will have age appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in pre-determined situations (necessary to protect the child or other children from harm), is only administered in a prescribed manner and must be documented in writing.</li> <li>7. Volunteers respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, culture.</li> </ol> | <ol style="list-style-type: none"> <li>8. Volunteers will respect children's rights to not be touched in ways that make them feel uncomfortable, and their right to say no. Other than diapering, children are not to be touched in areas of their bodies that would be covered by a bathing suit.</li> <li>9. Volunteers will refrain from intimate displays of affection towards others in the presence of children, parents, and staff.</li> <li>10. While the organization does not discriminate against an individual's lifestyle, it does require that in the performance of their job they will abide by the standards of conduct set forth by the organization.</li> <li>11. Volunteers must appear clean, neat, and appropriately attired.</li> <li>12. Using, possessing, or being under the influence of alcohol or illegal drugs during volunteer hours is prohibited.</li> <li>13. Smoking or use of tobacco in the presence of children or parents during volunteer hours is prohibited.</li> <li>14. Profanity, inappropriate jokes, sharing intimate details of one's personnel life, and any kind of harassment in the presence of children or parents is prohibited.</li> <li>15. Volunteers must be free of physical or psychological conditions that might adversely affect children's physical or mental health. If in doubt, an expert should be consulted.</li> <li>16. Volunteers will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.</li> <li>17. Volunteers may not be alone with children they meet in organization programs outside of the organization. This includes babysitting, sleepovers, and inviting children to your home. Any exceptions require a written explanation before the fact and are subject to administrator approval.</li> <li>18. Volunteers are not to transport children in their own vehicles.</li> <li>19. Volunteers may not date program participants under the age of 18 years of age.</li> <li>20. Under no circumstance should volunteers release children to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization on file with the organization).</li> <li>21. Volunteers are required to read and sign all policies related to identifying, documenting, and reporting child abuse and attend trainings on the subject, as instructed by a supervisor.</li> </ol> |
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I understand that any violation of this Code of Conduct may result in termination.

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Volunteer Signature

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Supervisor Signature

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Date

*The Redwoods Group thanks and acknowledges the cooperation of the YMCA of the USA in helping to develop this critical personnel management tool.*