



CAMP KNICKERBOCKER BEHAVIOR MANAGEMENT GUIDELINES & CODE OF CONDUCT

It is the Y's goal to provide a healthy, safe, and secure environment for all of our Camp Knickerbocker participants. Children who attend our programs are expected to follow our behavior guidelines based on the Y's Code of Conduct and to interact appropriately in a group setting.

The Y's Code of Conduct:

To attend camp, you agree to follow our Code of Conduct which is rooted in the values of caring, honesty, respect, responsibility, and equity. That's why the following personal conduct is prohibited in all YMCA facilities, programs, and online communities:

1. **Inappropriate attire.** Appropriate attire must be worn at all times. No clothing with vulgar language, obscene gestures, racial slurs, or anything that contributes to a hostile environment or would be considered inappropriate in a family facility.
2. **Inappropriate language.** Hostile or vulgar language including swearing, name-calling, or shouting.
3. **Threatening physical contact.** Physical contact with another person in any hostile or threatening way including but not limited to "play fighting."
4. **Sexual activity.** Any demonstration of sexual activity or sexual contact with another person or one's self.
5. **Harassment/intimidation.** Harassment or intimidation by words, gestures, body language, or any menacing behavior that demeans another person or culture.
6. **Theft/destruction of property.** Theft or behavior that results in destruction of property.
7. **Weapons.** Carrying or concealing any weapons or devices or objects that may be used as weapons (including items that appear to be real). The YMCA bans all weapons on premises with or without a permit.
8. **Illegal chemicals or alcohol.** Using or possessing alcohol or drugs on YMCA property, in YMCA vehicles, or at YMCA sponsored events.
9. **Inappropriate conduct.** Any other conduct of an inappropriate, threatening, or offensive nature including accessing or assisting someone else access to our property.
10. **Loitering.** Loitering is not permitted in or outside our YMCA facilities or programs.
11. **Inappropriate cell phone activity.** Cell phone or photographic/video equipment use of any kind (organizing playlists, music, texting, camera functions, video recording) is not permitted at camp at any time, *especially* in the bathrooms. Phone calls are not allowed.
12. **Tobacco.** The use of tobacco or tobacco-like products including e-cigarettes or vapes, are not permitted in or outside YMCA facilities or programs or on YMCA property/program sites. YMCA facilities, grounds and vehicles are all tobacco-free environments.
13. **Social media.** Use of social networking websites in a manner that is contrary to the YMCA's mission is detrimental to the community or is in violation of the law.

If someone feels uncomfortable in confronting someone directly about offensive behavior or other issues that are in violation of the Code of Conduct, they should report the behavior to a YMCA staff member/camp counselor.

Suspension or termination of YMCA membership/camp registrations may result from a violation of the Code of Conduct. While an incident is being investigated, the membership/registration of the accused of violating this Code of Conduct may be temporarily suspended, pending a final decision.

To create and maintain a space that embodies our core values, the Y is serious about being clear regarding activities that are not allowed. **If you or your camper violate this Code of Conduct, consequences can include termination of membership/program privileges. The YMCA reserves the right to make situational decisions based on its mission and values.**

Code of Conduct Violation Process:

1. **Verbal Warning:** Verbal warning given by Camp K staff to camper.
2. **2nd Verbal Warning:** Verbal warning given by Camp K staff to camper. Communicated to the Camp Director/Assistant Director.
3. **Written Warning:** Behavior report denoting conduct with a copy of the code of conduct sent home with the camper.
4. **In-Person Meeting with Camp Director/Assistant Camp Director:** Meeting with guardians, camper & lead Camp K staff.
5. **Suspension:** Suspension time will be determined by the Camp Director/Assistant Director.
6. **Termination of the program:** If another incident involving violating the code of conduct, termination from camp will occur.

I have reviewed with my child the Behavior Management Guidelines. I understand and agree to all the terms presented in this document.

Caregiver Signature

Date