

**THE YMCA'S POSITION ON THE NATIONWIDE PROBLEM OF CHILD ABUSE
WE MAKE AN ACTIVE EFFORT TO PREVENT CHILD ABUSE**

Some examples may include, but are not limited to:

- A background check, possibly including but not being limited to, references of past employers, personal references, the military, educational institutions, volunteers organizations, civic groups, personal character, health and activities.
- Allegations or suspicions of child abuse are taken seriously and will be reported to the Guilford County Department of Social Services, Child Protection Unit.
- Programs are structured so that no staff member or volunteer is left alone with children.
- Periodic interviews/evaluations with children and parents about day to day experiences, encouraging reports of anything out of the ordinary.
- Staff and volunteers will not fraternize with children outside the programs, including baby-sitting, or inviting children home.
- Testing for illegal substances.
- Criminal history records check and/or social security check.

YMCA goals:

- To support and strengthen the family unit.
- To help children develop to their fullest potential.
- To deliver the program in a positive YMCA environment of safety, support and care.

YMCA VOLUNTEER CODE OF ETHICS AND RULES

1. Smoking or use of tobacco products in the presence of children is prohibited.
2. Using, possessing, or being under the influence of alcohol or illegal drugs will not be tolerated.
3. Volunteers shall not abuse children including:
 - Physical Abuse - strike, spank, shake or slap
 - Verbal Abuse - humiliate, degrade, and threaten
 - Sexual Abuse - including inappropriate touching and exposure
 - Mental Abuse - shaming, withholding love, cruelty
 - Neglect - withholding food, water, basic care, etc.
4. Volunteers must treat children of all races, religions, and cultures with respect and consideration.
5. Volunteers must use positive techniques of guidance, including positive reinforcement and encouragement rather than competition, comparison or criticism.
6. Volunteers shall abstain from humiliating or frightening discipline techniques.
7. Volunteers shall not use profanity in the presence of children or parents.
8. Volunteers will refrain from intimate displays of affection toward others in the presence of children, parents and staff.
9. Monetary and expensive gifts to volunteers are prohibited.
10. Volunteers must be free of physical and psychological conditions that might adversely affect children's health, including fever or contagious conditions.
11. Volunteers will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, integrity, courtesy, tact and maturity.
12. Volunteers will do everything in their power to avoid being put in a situation where they are alone with a YMCA child other than their own. In fact, caring for any YMCA children other than their own on a one-on-one basis, such as baby-sitting is prohibited. Shopping volunteers should pair with another adult and child and help each other, stay together. Volunteers must not enter dressing booths or bathrooms with child. Shopping volunteers are not to arrange future contact with children.
13. North Carolina State law requires that all citizens report any suspected abuse or neglect of a child to the Guilford County Department of Social Services, Child Protection Unit.
14. I understand as a volunteer for the YMCA, I may be subject to a background check, including criminal history.
15. I understand that allegations or suspicions of child abuse are taken very seriously by the YMCA and will be reported to the Guilford County Department of Social Services, Child Protection Unit for investigation and that the YMCA will fully cooperate with any related investigations and will pursue the prosecution of child abusers to its full extent under the laws of this State.

Violation of this Code is subject to but not limited to removal as a volunteer.

I have received, read, and agree to the items listed in THE YMCA'S POSITION ON THE NATIONWIDE PROBLEM OF CHILD ABUSE and VOLUNTEER CODE OF ETHICS AND RULES.

Signature of Volunteer Applicant

Date

Return this application to Bryan Family YMCA, 501 West Market Street, Greensboro, NC 27401
fax 272-4140; phone 478-9622