

KENTUCKY YMCA YOUTH ASSOCIATION

Virtual Code of Conduct

It is important that our participants and guests feel welcomed and safe in our programs. This code of conduct embodies the spirit of the Y, and is intended to help everyone feel comfortable and thrive. As a YMCA participant or guest, we ask you to agree to follow this code of conduct which is rooted in our core values.

These requirements also serve as an extension and supplement to any codes of conduct students and participants must abide by for in-person programming.

1. Appropriate Video Call Etiquette:

- When registering/signing-in for any video call or meeting, please use your **First & Last Name** (not a random username), as well as your **School** in parentheses (for KUNA, please include **COUNTRY instead of School**).
Example: Curious George (Monkey Acad.). This helps us to ensure the privacy of our meetings.
- Please find a quiet area and call in at the scheduled meeting time so that you can be fully present in the virtual experience. We ask that all participants have their video function on their device if possible so we can see and hear you.
- Please do your best to keep background noise or distractions to a minimum. Mute yourself when you are not speaking.
- Please do not take your phone or computer to the bathroom.
- Photos and videos of others without the expressed consent is prohibited.

2. Creating a welcoming environment: Respect others' cultures and personal way of being. We strive to create a safe emotional and physical space. We encourage participants to honor diversity in all dimensions and respect opinions or perspectives. The Kentucky YMCA stands up against all forms of bullying, discrimination and racism.

- **Appropriate attire:** Appropriate attire must be worn at all times. Inappropriate clothing may include, but is not limited to: vulgar language/images, obscene gestures, racial slurs, derogatory terms, propaganda for local/national/international extremist groups (ex.: ANTIFA, ISIS), Confederate flag, Don't Tread on Me flag, or anything that contributes to a hostile environment or would be considered inappropriate in a YMCA program. Appropriate tops and bottoms should be worn at all times.
- **Appropriate Background:** Your video background during virtual programs must be appropriate at all times. Inappropriate backgrounds include, but are not limited to: vulgar language/images, obscene gestures, racial slurs, derogatory terms, propaganda for local/national/international extremist groups (ex.: ANTIFA, ISIS), Confederate flag, Don't Tread on Me flag, or anything that contributes to a hostile environment or would be considered inappropriate in a YMCA program.
- **Appropriate language:** Vulgar language, including swearing, name-calling or shouting/yelling at others is prohibited. When communicating in the chat box, please do not send links or information that is not aligned with our YMCA core values.
- **Appropriate Interactions:** Participants shall demonstrate respectful, responsible, caring, and honest conduct before, during, and after all KY YMCA virtual interactions. No racial slurs, identity-based slurs, derogatory terms, or anything else that contributes to a hostile environment will be permitted. Types of interaction include but are not limited to: social media, physical and verbal interactions, electronic communication. Above all else, other people's needs/requests must be respected. *Bullying of any kind will not be tolerated. This includes but is not limited to physical, verbal, mental, cyberbullying.*
- **Appropriate conduct:** Any other conduct of an inappropriate, threatening or offensive nature will be investigated/evaluated by YMCA staff. Participants that do not abide by this agreement may be

prohibited from participating in future virtual events or in-person activities.

3. All delegates share the responsibility for their actions when violations committed by students or adults are witnessed. Those present who do not act to remedy and report the violation shall be considered participants. There are no "innocent bystanders."
4. Physical intimacy between participants is inappropriate at all times during Kentucky YMCA programs. This includes, but is not limited to: romantic interactions, unwanted or inappropriate physical contact, unwanted comments/conversation, etc.
5. Cell phones, music players/speakers, or other wireless communications should not be used during meetings or formal programming time.
6. Alcohol, Tobacco and Drugs: The use of alcohol, tobacco, and drugs (including e-cigs/ tobacco-like products) is not permitted in or outside of ALL virtual calls. Participants that show, obtain, see in the background, make references to or use during the virtual calls will be removed from meeting and removed from future virtual and in-person events. Law enforcement may be involved if necessary.

If a participant or guest feels uncomfortable in confronting someone directly about offensive behavior or other issues that are in violation of this code of conduct, we ask that you please report the behavior or issue to Kentucky YMCA staff.

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 violate this code of conduct, consequences can include termination of program privileges, being removed from all virtual programming, and involving appropriate legal authority. The YMCA reserves the right to make situational decisions based on our policies, mission, and values.

By taking part in Kentucky YMCA programs, all participants, along with their parents/guardians, agree to this code of conduct. If you have any questions concerning the above policies, please contact Nikkey Blackman at nikkey@kymca.org.