



Dear YMCA Families:

We feel we have a wonderful group of children and families we serve each day through the Dale Turner Family YMCA. We want to make sure all children at the YMCA have a positive atmosphere that is safe and inclusive. We are asking for your support in maintaining a fun, safe place where children can achieve their potential. Please talk with your children about the importance of not exhibiting the behaviors described below. Ideally, we want to work with families to prevent these behaviors from occurring.

No Tolerance Policy

The following will NOT be tolerated in our childcare programs:

- Abusive, harassing and/or obscene language or gestures
- Threats of harm, physical aggression, violent acts, or bullying
- Weapons of any kind
- Damaging or defacing YMCA property
- Offensive conduct
- Purposely leaving the area of supervision without permission
- Improper exposure

Failure to follow this code of conduct will result in disciplinary action, which may include a one to three day suspension. A parent conference will be scheduled to develop a behavior contract in order for your child to remain in the program. It may become necessary for the benefit of the child, as well as for the safety of the other children, to remove a child from our program.

Values Reports

Other behaviors such as being disrespectful to other children or staff, dishonesty, or failing to carry out responsibilities are also inappropriate at the YMCA. Families will receive written VALUES REPORTS for behaviors such as those mentioned that need attention as well as for positive behaviors. The Values Reports will be sent home and a copy will be put in your child's records. If a child receives one to three (dependent upon the offense) "Needs Attention Values Reports," the Program Supervisor, child and parents will have a formal conference to determine a plan of action.

Through our values based programs, we expect all our participants to uphold the YMCA values of respect, responsibility, caring, honesty, fun, and faith. We are aware that children sometimes copy the behaviors of other children. Therefore, in order for a child to understand the seriousness of their actions, any child engaging in behavior that is inappropriate at the YMCA, will receive disciplinary action. This **No Tolerance Policy** along with the **Values Reports** will enable us to better communicate with our families

Please help us in emphasizing the YMCA values and making this a safe environment for all.