

YMCA of the Foothills

Anti-Bullying Policy

Bullying is when one or more people exclude, tease, taunt, gossip, hit, kick, or put down another person with the intent to hurt another. Bullying happens when a person or group of people want to have power over another and use their power to get their way at the expense of someone else. Bullying can also happen in cyberspace through the use of e-mails, text messaging, instant messaging, and other less direct methods. Bullying can also lead to persons being hurt during or between programs and can be especially hurtful when persons are targeted with meanness and exclusion. Persons who are bullied may not have the same potential to get the most out of their YMCA experiences.

At YMCA of the Foothills, we find this behavior to be inexcusable and we have no tolerance for any form of bullying. Our leadership immediately investigates all alleged incidents of bullying and takes appropriate action to stop the inappropriate behavior. YMCA staff are trained to promote communication with other staff, members, program participants, and the public so that anyone being bullied, or witnessing bullying incidents, is comfortable alerting us.

Our position on bullying is based on our mission, which is to enrich the quality of the lives of all members of our community. We work together as a team to ensure that everyone has access to programs and resources that enrich lives spiritually, mentally, physically and socially. Every person has the right to expect the best possible experience at the YMCA. By working together, as a team, to identify and manage bullying behavior, we can help ensure that everyone has the opportunity to reach their full potential.

YMCA of the Foothills

Anti-Bullying Policy – Support Statements

Our Mission

The mission of the YMCA of the Foothills is to organize, develop, finance and conduct programs for an association of persons of all ages that will, by putting Christian principles into practice, enrich the quality of their lives spiritually, mentally, physically and socially.

Our Cause

Strengthening the Foundations of Community.

Our Values

Caring, Honesty, Respect and Responsibility

Code of Conduct

The YMCA is committed to providing a safe and welcoming environment for all members and guests. To promote safety and comfort for all, all individuals are asked to act appropriately at all times when in our facility or participating in our programs. We expect persons using the YMCA to act maturely, to behave responsibly, and to respect the rights and dignity of others. Our Member's Code of Conduct outlines prohibited actions. The actions listed below are not an all-inclusive list of behaviors considered inappropriate in our facilities or programs.

- Angry or vulgar language including swearing, name-calling or shouting.
- Physical contact with another person in any angry or threatening manner.
- Any demonstration of sexual activity or sexual contact with another person.
- Harassment or intimidation by words, gestures, body language or any other menacing behavior.
- Not demonstrating YMCA values.

Participant Bill of Rights

Each participant at the YMCA has a right to:

- Learn, Grow and Thrive in a safe and welcoming place
- Be treated with respect
- Receive the help and support of caring adults