



YMCA of Pierce and Kitsap Counties

Teen Leadership Development Programs

Virtual Programming Code of Conduct

It is important that participants and guests feel welcome at the YMCA and in all our programs. The Virtual Programming Expectations embodies the spirit of the Y, and is intended to help everyone feel comfortable and thrive. As a YMCA teen participant or guest, we ask you to agree to follow these expectations which are rooted in our core values.

These requirements also serve as an extension and supplement to any codes of conduct teens are expected to abide by for any other YMCA or non-YMCA Pierce and Kitsap Counties sponsored programs.

Appropriate Video Call Etiquette:

- When registering/signing-in for any video call or meeting, please use your First & Last Name (not a random username). 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 so that we can see and hear you.
- Think about where the camera is set in your home. What can other participants see? Make sure they cannot see people going in and out of a bathroom and that no inappropriate pictures can be seen.
- Do your best to keep background noise or distractions to a minimum.
- Do not take your phone or computer to the bathroom.
- Photos and videos of others without the expressed consent is prohibited. The virtual meeting may be recorded. If it is being recorded, the facilitator will notify you at the beginning of the meeting before starting the recording.

Appropriate attire: Appropriate attire must be worn at all times. Clothing with vulgar language, obscene gestures, racial slurs, or anything that contributes to a hostile environment or would be considered inappropriate in a YMCA facility or program is not allowed. Appropriate tops and bottoms should be worn.

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 values. Private chats between individuals are not allowed. All chats are public or can be viewed by the facilitator.

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 as we have healthy conversations. The YMCA stands up against all forms of bullying, discrimination and racism.

Appropriate conduct: Any other conduct of an inappropriate, threatening or offensive nature will be investigated/evaluated by YMCA leadership. Participants that do not abide by this agreement may be prohibited from participating in future virtual events or in person activities.

Alcohol, Tobacco and Drugs: The use of alcohol, tobacco, and drugs (including e-cigs/ tobacco-like products) will not be permitted in ALL virtual programming. Participants that show, obtain, see in the background, make references to or use during the virtual programming will be removed from meeting and removed from future virtual and in-person events.

Participation in Virtual Programming: 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 virtual programming code of conduct consequences can include termination of program privileges, parents/guardians notified and involving appropriate legal authority if deemed necessary. The YMCA reserves the right to make situational decisions based on our policies, mission and values.

Teens under the age of 18 will not be able to participate in any virtual/in person YMCA of Pierce and Kitsap Counties Teen Leadership programming without a parent/guardian signed program registration form.

By registering for any YMCA of Pierce and Kitsap Counties Teen Leadership Program, all teens, along with their parent/guardian, are agreeing to these expectations put forth prior to participating in all virtual YMCA programming.