

# **Silver Bay Guest Code of Conduct**

It is our goal to provide the most appropriate environment in which everyone can grow, learn, and develop. We expect all visitors, participants, members, guests, and staff to treat others with the same values that we hold here at the Silver Bay YMCA.

The Silver Bay YMCA will always try to resolve matters to the best of our abilities and will do so in a respectful manner, in accordance with the law, and expect the same from all its visitors, participants, members, guests, and staff.

## **Zero Tolerance for Mistreatment or Abuse**

Silver Bay has zero tolerance for participant mistreatment or abuse and will not tolerate the mistreatment or abuse of its participants including visitors, , members, guests, and staff on campus or in its programs.

Any mistreatment or abuse by an employee or volunteer will result in disciplinary action, up to and including termination of employment or volunteer service and cooperation with law enforcement. Staff are required to report any suspected violations to their supervisor for review and must cooperate with investigations.

Silver Bay has zero tolerance for mistreatment or abuse among or between its participants. This organization is committed to providing all with a safe environment and will not tolerate the mistreatment or abuse of one participant by another. Conduct by participants that rises to the level of mistreatment or abuse will result in intervention or disciplinary action, which may include, loss of membership privileges, loss of accommodation or conference activity, dismissal from Silver Bay YMCA and its associated programs, and no trespass orders. In addition, our organization will not tolerate any behavior that is classified under the definition of bullying, and to the extent that such actions are disruptive, the organization will take necessary steps to eliminate such behavior.

Participants agree to not abuse or mistreat employees, volunteers, or other participants in any way. Use of abusive language, obscene or profane language, including racial, religious, or sexual references direct or indirect at other people may constitute a violation of our code of conduct. It is important to treat others as you would like to be treated.