

# YMCA of Martha's Vineyard

## Code of Conduct

Revised 5/14/2013

### Our Core Values:

#### **Caring ▪ Honesty ▪ Respect ▪ Responsibility**

As an employee of the YMCA of Martha's Vineyard, I will exemplify the Y's four core values while working within the YMCAMV, when using social media/cell phones as well as in our community. I am an ambassador of the YMCA of Martha's Vineyard and understand that my behavior outside the YMCAMV reflects upon the organization.

**Caring:** show a sincere concern for others, for their needs and well-being.

**Honesty:** be truthful in what I say and do.

**Respect:** follow the golden rule. Treat others with fairness, courtesy and value what each individual has to contribute.

**Responsibility:** do what is right, be accountable for my promises, actions and intentions.

I will be vigilant and use what I learned in the YMCA of Martha's Vineyard's six required Redwoods online trainings:

- 1) Child Sexual Abuse Prevention
- 2) Sexual Harassment Prevention
- 3) Appropriate Touch
- 4) Social Media and Technology
- 5) Slips, Trips and Falls
- 6) Safe Lifting

I understand that the key to protecting our members, visitors, and staff is awareness. I will report any incidents immediately to my supervisor, CEO or Human Resources.

I will take pride in my work. I will come to work on time and be free of drugs or alcohol. I will tell my supervisor if I am on prescription drugs that may affect my work performance.

I will have positive communication with our membership, visitors and other staff members equally regardless of sex, race, religion, ethnicity, culture, economic level, sexual orientation or disability.