



BEHAVIOR SUPPORT GUIDELINES

It is the YMCA of Metropolitan Denver's goal to provide a healthy, safe, and secure environment for all participants. Youth who attend the program are expected to follow the behavior guidelines based on the YMCA's four core values and to interact appropriately in a group setting.

BEHAVIOR GUIDELINES

- › We will **CARE** for ourselves and for those around us
- › **HONESTY** will be the basis for all relationships and interactions
- › People are **RESPONSIBLE** for their actions
- › We **RESPECT** each other and the environment

WHEN A YOUTH DOES NOT FOLLOW THE BEHAVIOR GUIDELINES, WE WILL TAKE THE FOLLOWING STEPS:

1. Staff will redirect the youth to more appropriate behavior.
2. The youth will be reminded of the behavior guidelines and program rules, and a discussion will take place.
3. If the behavior persists, a parent or guardian will be notified of the behavior.
4. The staff will document the situation using a Behavior Support Alert. This written documentation will include what the behavior is, what provoked the behavior, and the corrective action taken. In addition a Behavior Goal Sheet may be necessary.
5. Staff will schedule a conference with the parent or guardian so they can determine the appropriate strategy for resolution.
6. Staff will schedule a progress check or a follow-up conference.
7. If the problem persists, staff will schedule a conference that includes the parent or guardian, youth, staff, and program director.
8. If a youth's behavior at any time threatens the immediate safety of themselves, other participants, or staff, the parent or guardian will be notified and expected to pick up the youth immediately.
9. If a behavior persists and a youth continues to disrupt the program, the YMCA reserves the right to suspend the youth from the program. Expulsion from the program will be considered in each individual circumstance.

UNACCEPTABLE BEHAVIORS

The following behaviors are never acceptable and will result in an immediate Behavior Support Alert, suspension of a youth for the remainder of the current day. Additional suspension up to expulsion will be considered dependent of behavior and circumstance.

- **ENDANGERING THE HEALTH AND SAFETY OF YOUTH, STAFF, OR ANY OTHER PERSON**
- **STEALING OR DAMAGING YMCA OR LOCATION PROPERTY**
- **STEALING OR DAMAGING PERSONAL PROPERTY**
- **LEAVING THE PROGRAM WITHOUT PERMISSION**
- **CONTINUALLY DISRUPTING THE PROGRAM WITH BEHAVIORS THAT REQUIRE STAFF TO BE TAKEN OUT OF RATIO**
- **USING PROFANITY, VULGARITY, OR OBSCENITY OR ACTING IN A LEWD MANNER**
- **REFUSING TO FOLLOW THE BEHAVIOR GUIDELINES OR PROGRAM RULES**

Immediate expulsion will occur if a youth is in possession of or using tobacco, alcohol, controlled substances, illegal drugs, firecrackers, weapons, firearms, or explosives.

I have reviewed the Behavior Support Guidelines with my youth. I understand and agree to all of the terms presented in this document.

Parent or Guardian's Signature

Date

Child's Signature

Staff Signature