

PRE-VOLUNTEER CERTIFICATION

WE MAKE AN ACTIVE EFFORT TO PREVENT CHILD ABUSE!

Some examples may include, but are not limited to:

- ◆ A thorough background check, including but not limited to, criminal background checks, references of past employers, personal references, the military, educational institutions, volunteer organizations, civic groups, personal character, and extra-curricular activities.
- ◆ The YMCA does not condone child abusers and this YMCA will be seeking information in an applicant's background related to child abuse.
- ◆ Allegations or suspicions of child abuse are taken seriously and will be reported to the State for investigation.
- ◆ Programs are structured so that no staff member is left alone with children.
- ◆ Periodic interviews/evaluations are conducted with children and parents about day to day experiences, encouraging reports of anything out of the ordinary.
- ◆ Staff will not fraternize with children outside the programs, including baby-sitting or inviting children home.
- ◆ Testing for illegal substances.
- ◆ Psychological testing.

The YMCA's goals for child care programs are:

- ◆ To support and strengthen the family unit.
- ◆ To help children develop to their fullest potential.
- ◆ To deliver the program in a positive YMCA environment of safety, support and care.

Please initial each line in agreement with the statement:

- _____ I understand that this application is only valid for the position applied for at present and that the YMCA is not obligated to retain or consider this application for future openings.
- _____ I understand upon contingent offer of a volunteer position, the YMCA of Honolulu will conduct a criminal background check prior to and during my time as a volunteer, as well as a child abuse registry check and I am subject to random, accident follow-up, and for cause drug testing.
- _____ I authorize investigation of all statements contained in this application. I understand that falsification, misrepresentation or omission of facts called for will result in immediate termination from volunteering or removal of my application from consideration. I authorize the YMCA to secure information about my experience with former employers, education institutions and agencies, and for those parties to provide information concerning my experience releasing all parties from any liability arising there from.
- _____ I am not a child molester, abuser or pedophile; and have not been convicted of being a molester or abuser. My signature below certifies that I have read and understand the foregoing and to the best of my knowledge and belief, the information on this form is true and correct.

My signature below also certifies that I agree to be bound by the terms and conditions stated in this application. This application contains all the understandings and agreements between me and the YMCA concerning the nature of my volunteering, if any, by the YMCA and supersedes all prior and/or contemporaneous practices, oral or written agreements, understandings, statements, representations and promises, express or implied, between me and the YMCA. I understand and agree that, except as noted above, no person who is either an agent or employee of the YMCA may modify, delete, vary or contradict, whether orally or in writing, the terms and conditions set forth herein.

Applicant Signature: _____ Date: _____



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

NOTICE AND AUTHORIZATION CONCERNING CONSUMER AND INVESTIGATIVE CONSUMER REPORTS

This form, which you should read carefully, has been provided to you because the YMCA may request consumer reports or investigative consumer reports in connection with your application for employment, or at any time during the course of your employment with the YMCA. If any, for purposes of evaluating your suitability for employment, promotion, reassignment or retention as an employee. Additionally, in the event that claims or disputes between you and the YMCA are filed with any third parties, the YMCA may request consumer reports or investigative consumer reports for purposes of evaluation and response, regardless of whether you remain in the employ of the YMCA at the time such claims or disputes arise.

The types of reports that may be requested from consumer reporting agencies under this policy include, but are not limited to, credit reports, criminal record checks, court record checks, driving records, and/or summaries of educational and employment records and histories. The Information contained in these reports may be obtained by a consumer reporting agency from public record sources or through personal interviews with your co-workers, neighbors, friends, associates, current or former employers, or other personal acquaintances.

AUTHORIZATION

I have carefully read and understand this notice and authorization form and, by my signature below, consent to the release of consumer or investigative consumer reports, as defined above, to the YMCA (1) in conjunction with my application for employment, (2) during the entire course of my employment, if any, and (3) after any such employment ends. I further understand that any and all information contained in my job application or otherwise disclosed to the YMCA by me before, during or after my employment, if any, may be utilized for the purpose of obtaining the consumer reports or Investigative consumer reports requested by the YMCA and confirm that all such information provided in connection with my job application is true and correct. I understand and acknowledge that nothing in this notice and authorization is intended to be, or is, an offer of employment or a promise of continued employment. If employed by the YMCA, my employment will not be for a specified period of time and can be terminated at any time for any reason, with or without cause or notice, by me or by the YMCA.

Full Name Printed (First, Middle Initial, Last)

Birth Last Name (if different from above)

COUNTY you reside in

Signature

FOR OFFICE USE ONLY: DO NOT FILL

Social Security Number (leave blank until job offer is made)

Date of birth (leave blank until job offer is made)

Today's Date: _____

Email address: _____@_____



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

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“At the heart of this organization, at the heart of its heritage of mind, spirit and body, there is that little element of love that transforms routine work into meaningful activities, that makes a person feel important even when they don’t think they are. That’s the business of the YMCA. That’s what you do when you give your skills and your talents to another generation.”

Andrew Young, from the YMCA’s Seven Rs of Volunteer Development

Welcome to the YMCA

Welcome to the YMCA of Honolulu! We are happy that you have chosen to volunteer for the YMCA and hope that you will find your experience with us both challenging and rewarding. You have joined a dedicated team that is committed to achieving the common goals guided by the YMCA Mission Statement:

The YMCA of Honolulu is a fellowship dedicated to putting Christian principles into practice through programs that build healthy spirit, mind, and body for all.

We’ve designed this handbook to provide you and other volunteers with a general source of information about the YMC of Honolulu. Most questions you may have can be answered by your immediate supervisor at the YMCA.

Volunteers are the backbone of the YMCA. Volunteers not only founded the YMCA, but operated it in its entirety in the beginning. The involvement today of thousands of talented, committed individuals greatly extends the range, quality and variety of YMCA programs. Thus, it is every staff member’s job to promote YMCA volunteer opportunities.

History

The YMCA of Honolulu was founded in 1869 under the laws of the Kingdom of Hawai’i, during the reign of King David Kalakaua. This was only 25 years after the founding of the first YMCA in London, England in 1844 by George Williams.

George Williams was a young man who worked in a dry goods shop in London. He found himself caught in a city where workers toiled long hours and then turned to drinking and gambling to fill their leisure time. Mr. Williams, who had deep religious convictions, felt that life should offer more than that. He gathered eleven other young men and started the Young Men’s Christian Association.

The YMCA idea was a compelling one and the movement quickly spread to the European continent. In 1851, just seven years after the first Y was formed, it moved to North America and the cities of Boston and Montreal.

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It was through missionary ties to Boston that the young men of Honolulu first learned about the YMCA. The YMCA of Honolulu was organized to promote the spiritual, mental, social and physical well-being of all people and develop their Christian character and usefulness in society.

The YMCA triangle became its emblem, signifying spirit, mind, and body. The development of these three aspects of an individual, and their integration within the total personality, became an organizational goal for those involved with the YMCA.

The programs that grew within the association included adult education, organized physical education, resident camping, residence halls within YMCA buildings, youth work, aquatics, day camps, summer fun clubs, work with university students, special classes, and a host of others. In recent years, child care for after school has become an important program to assist the needs of our increasing number of working parents. The YMCA of Honolulu celebrated its 130th Anniversary in April 1999.

Volunteerism

Volunteers are the backbone of the YMCA. The involvement today of thousands of talented, committed individuals greatly extends the range, quality and variety of YMCA programs.

There can be no expectation that employment or special consideration for employment or membership will result from volunteer service. Volunteers may apply for open paid positions by looking for employment opportunities at www.ymcahonolulu.org.

Volunteer service is at the will of the YMCA and may be ended at any time for any or no reason. To avoid misunderstandings, volunteers may not volunteer in the same capacity as a paid job position.

Classification of Volunteers

- Advisory/Board Volunteers
 - Annual Support Volunteers
 - Program Volunteers
 - A+ Program Volunteers
 - Support Volunteers
 - Intern/Community Service Volunteers
 - Court Ordered Community Service Volunteers
-

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Volunteer Records

In order to keep your volunteer records current, you should notify your YMCA supervisor immediately of changes to your name, address, telephone number or emergency contact information. Your supervisor will advise you on how to record your hours and turn them in on a regular basis.

Benefits

Volunteering is a demonstration of caring for others, and is at the heart of the YMCA. The YMCA offers volunteers a chance to improve the lives of children and families and to make communities stronger. Through their YMCA experience, volunteers build new relationships, develop more self-confidence and gain new skills. By giving their time to benefit others, volunteers also give themselves the opportunity to learn, grow and have fun.

The YMCA does not offer free memberships to volunteers. Volunteers may not trade their time for free or reduced cost program participation. The YMCA does not provide insurance and related benefits to its volunteers. As examples, there are no medical, accident, workers compensation, disability, or other plans for volunteers.

Expenses

Reasonable expenses incurred by volunteers on authorized YMCA business will be reimbursed subject to prior approval of the volunteer's YMCA supervisor. If approved, receipts must be kept and properly submitted with the expense claim.

Use of Supplies and Equipment

YMCA supplies and equipment, including copy machines and postage meters, are for the YMCA business use only. Equipment and supplies purchased by or donated to the YMCA belong to the YMCA, and not to individuals.

Personal locks may not be placed on YMCA property overnight. The YMCA may retrieve, inspect and review both business and personal information and items stored on or in YMCA property, such as computers, diskettes, desks, lockers, cabinets, YMCA vehicles and YMCA-provided housing. You are discouraged from bringing valuables to the YMCA, as the YMCA does not assume responsibility for loss, theft or damage to volunteers' personal property.

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Background Screenings

The YMCA requires most all of its program, administrative and support volunteers based on volunteer level to complete a background screening authorization form. This form is required at engagement. Volunteering at the YMCA is conditional pending results of the YMCA's background screening.

If a record of criminal convictions are found, the volunteer can request a copy of the criminal history report. If the volunteer disagrees with the accuracy of the report, the volunteer may be placed on leave (if currently an active volunteer) until the information on the criminal history report can be verified. It will be up to the volunteer to provide to the background check company any or all documentation to support his or her claim. The background check company will then provide an updated report if appropriate. The final decision about new or continued volunteer service will be made by the YMCA Branch Executive Director & Volunteer Supervisor in consultation with the Human Resource Department.

Safety

The YMCA strives to provide safe working conditions for all employees. Safety is every volunteer's responsibility and every volunteer is expected to do his or her part to make and keep the YMCA a safe place to work.

Each volunteer should assist in the prevention of health, safety, and security problems by maintaining safe and prudent work practices. At a minimum, volunteers are expected to strictly observe all safety rules and avoid engaging in unsafe behavior or horseplay. In addition, each volunteer should immediately report to his or her supervisor any unhealthy or unsafe area, equipment, practice, as well as any suspicious person or activity on or around YMCA premises or work areas.

Any incident that results in personal injury or loss or damage of YMCA property must be immediately reported to the supervisor or Branch Executive. Volunteers are expected to cooperate fully with any incident investigation.

Workplace Violence

It is the policy of the YMCA of Honolulu that all employees and volunteers have the right to work in an environment free from all forms of threats or acts of violence. Further, any threats or acts of violence in any form will not be condoned or tolerated. Management of the YMCA will take direct and immediate action to prevent such behavior and to investigate all reported threats or acts of violence. No employee or volunteer shall either explicitly or implicitly commit an act of violence against another person. Such conduct is

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strictly prohibited and may be subject to disciplinary action, up to and including termination. Any and all threats are taken seriously.

Any incident of actual or potential workplace violence must be reported to your supervisor or Branch Executive. Employees and volunteers are expected to cooperate fully with any incident investigation.

Retaliation by anyone, in any form, against any person who makes a report or participates in any investigation into a report made under this policy, is strictly prohibited. If you believe you have been the subject of retaliation, report the matter to your supervisor or Branch Executive. Any employee or volunteer who engages in or contributes to retaliation in violation of this policy shall be subject to disciplinary action up to and including immediate termination of the volunteer relationship.

Conduct

Rules of Conduct

Each volunteer must realize that the misconduct of one person may have serious detrimental results of all volunteers, employees, and the Association. Thus, standards of conduct must be set and maintained. It is impossible to list each and every rule of good behavior. Examples of YMCA conduct standards include:

- Friendly and helpful attitude toward co-workers, members, and participants
- Honesty
- Compliance with instructions
- Proper care of YMCA property
- Proper care of YMCA records, including processing of personnel, financial data, and other information relating to the YMCA of Honolulu Cooperation with others
- Regularity of work habits and attention to work quality
- Maintaining a personal image consistent with the organization

Volunteers may receive discipline up to and including discharge at any time for failure to maintain the rules of good conduct or other commonly accepted standards of behavior.

Harassment

The YMCA is committed to providing an environment that is pleasant, professional and free from intimidation, hostility or other offenses, which might interfere with performance. Harassment of any kind will not be tolerated.

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Workplace harassment can take many forms. It may be, but is not limited to, words, signs, offensive jokes, cartoons, pictures, posters, e-mail jokes or statements, pranks, intimidation, physical assaults contact, or violence. Harassment is not necessarily sexual in nature. It may also take the form of other vocal activity including derogatory statements not directed to the targeted individual but taking place within their hearing. Other prohibited conduct includes written material, such as notes, photographs, cartoons, articles of a harassing or offensive nature, and taking retaliatory action against a volunteer for discussing or making a harassment complaint.

All YMCA staff members, volunteers, and managers have a responsibility to keep our work environment free of harassment. Any staff member or volunteer, who becomes aware of an incident of harassment, whether by witnessing the incident or being told of it, must report it to their immediate supervisor, Branch Executive, Vice President of Human Resources and Leadership Development or the designated management representative with whom they feel comfortable. When management becomes aware of the existence of harassment, it is obligated by law to take prompt and appropriate action, whether or not the victim wants the Association to do so.

While the YMCA encourages you to communicate directly with the alleged harasser and make it clear that the harasser's behavior is unacceptable, offensive or inappropriate, it is not required that you do so. It is essential; however, to notify your supervisor immediately, even if you are not sure the offending behavior is considered harassment. Any incidents of harassment must be promptly investigated with due regard for the privacy of everyone involved. However, confidentiality cannot be guaranteed. Any employee or volunteer found to have harassed a fellow employee, volunteer, or subordinate would be subject to severe disciplinary action up to and including termination. The YMCA will also take any additional action necessary to appropriately remedy the situation. Retaliation of any kind will not be permitted. No adverse employment action will be taken against any volunteer for making a good faith report of alleged harassment.

Child Abuse Prevention

A principal endeavor of the YMCA of Honolulu is to provide a healthy atmosphere for the growth and development of children. Thus, the mistreatment or neglect of children, and the resulting severe effects, is of primary concern to the YMCA. Child abuse is mistreatment or neglect of a child by parent(s) or others resulting in injury or harm. Abuse can lead to severe emotional, physical, and behavioral problems. Because of its concern for the welfare of children, the YMCA has developed policies, standards, guidelines, and training to aid in the detection and prevention of child abuse. In addition, all employees and volunteers are screened and background checks are conducted upon hiring and rehiring. Additionally, employees and volunteers who have contact with children should receive training in recognizing, reporting, and preventing child abuse. Some of the guidelines employees and volunteers are expected to follow are:

1. At all possible times, avoid being alone with a single child where you cannot be observed by other staff or adults.

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2. You may not relate to children who participate in YMCA programs outside of approved YMCA activities. For example, baby-sitting, weekend trips, foster care, etc. are not permitted. An exception must be approved in advance by the Branch Executive and Senior Vice President.
3. Dating a program participant under age 18 is not allowed.
4. Children may not be disciplined by use of physical punishment or by failing to provide the necessities of care.
5. Verbally, physically, sexually, or emotionally abusing or punishing children is not allowed.
6. Children may be informed in a manner that is age appropriate to the group or their right to set their own "touching" limits.
7. Follow guidelines of appropriate verbal interaction and displays of affection between employees and youths.
8. Refrain from use of inappropriate displays of affection and inappropriate verbal interactions between employees and youths.
9. Children should only be released to authorized persons.
10. Any information regarding abuse or potential abuse should be documented in writing.
11. At the first reasonable cause to believe that child abuse exists, it should be reported to your supervisor or Branch Executive.
12. In the event that the YMCA has reason to believe that a staff member abused a child, his or her conduct will be reported to the appropriate authorities.
13. In the event that the YMCA has reason to suspect a case of child abuse or neglect, appropriate authorities will be notified.
14. Confidentiality of information related to child abuse is crucial and should be limited to the immediate supervisor or Branch Executive.

Non Smoking

Due to the YMCA's interest and involvement in healthy lifestyles, a non-smoking policy is established for YMCA facilities, grounds and meetings.

Substance Abuse

Substance Abuse is a direct conflict of interest with the mission of the YMCA of which avows the well-being of each individual in spirit, mind and body. Anyone with knowledge of illegal possession, use, manufacturing, sale and/or distribution of drugs with the YMCA programs, activities and/or premises is to report facts of the case to his/her supervisor, respecting the confidentiality of that communication to the maximum extent as possible.

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Alcohol and Drugs

The YMCA is committed to maintaining an alcohol and drug free environment. This is particularly important since many volunteers are responsible for the safety and welfare of children and youth. Therefore, the YMCA prohibits the use, sale, manufacture or possession of alcohol or drugs (except those properly prescribed by a physician and used in accordance with the physician's instructions) by any volunteer while volunteering for the YMCA, and/or while in any YMCA facility or vehicle. Additionally, alcoholic beverages are not permitted in YMCA facilities and YMCA funds may not be used to purchase alcohol.

Volunteering in a safety sensitive position will require all pre and random drug testing and certifications.

Communication

Complaints

If you have a complaint or problem at the YMCA, in most circumstances, the best course of action is to discuss the matter with your immediate supervisor. If your supervisor is unable to resolve the matter to your satisfaction, you should discuss your complaint or problems with the next level of YMCA supervision.

Computer Use

It shall be the policy of the YMCA to use purchased and licensed software on all workstations and will be installed by and at the discretion of the Network Administrator. No personal software will be installed. No software may be copied from the YMCA system for personal or other use.

YMCA volunteers are prohibited from using the Internet, web, or electronic mail/communication systems of the YMCA to commit any act or use any language that is prohibited by local, state or federal laws. The YMCA also prohibits sending or creating any discriminatory, intimidating, hostile, harassing, threatening or offensive messages or images and viewing or exchanging pornographic or obscene materials. Possession of all types of pornography on the YMCA property is prohibited.

The YMCA reserves the right to monitor, with or without volunteer's knowledge, YMCA phone, e-mail messages, text messaging, electronic communications, material stored on YCMA computers and any online communication.

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Telephone

Telephones are for official YMCA business and emergencies only. The YMCA of Honolulu prohibits the use of cell phones in any locker room or restroom. The use of cell phones in the fitness center, gymnasium, racquetball courts, swimming pool, and group exercise studios will be restricted. It is permissible to carry your phone with you in these areas, but we ask that you remove yourself to a hallway, courtyard, or other non-exercise area should you need to use your cell phone.

The use of audio, video, or photography equipment is also prohibited in all locker rooms, restrooms and any other part of any YMCA of Honolulu's building or property unless permission is obtained from the Branch Executive Director.

Volunteer Training

Safety Related Certifications

Safety training, including CPR and First Aid, and Safety & Risk Management Training may be required for volunteers in certain positions. While the YMCA usually makes this training available at no cost to you, you are expected to take personal responsibility to ensure that your required training certifications are always current. Consult with the volunteer Supervisor/Coordinator to determine training needs.

Orientation and Training Programs

Volunteers are strongly encouraged to complete a YMCA orientation session within the first sixty days of volunteering with the YMCA. Dependent on the type of volunteer service that you will be doing the orientation session could last about two hours.

Many YMCA training events, such as program-specific certification training, are open to participation by volunteers, provided that it is related to the volunteer's YMCA responsibilities. You should direct your training requests to your YMCA supervisor.

VOLUNTEER HANDBOOK ACKNOWLEDGMENT

I have received and read my copy of the Volunteer Handbook of the YMCA of Honolulu and agree to uphold and abide by the policies and operating procedure stated therein, as well as all other policies, rules and regulations of the YMCA now in effort or hereafter established.

Volunteer's Name:

Volunteer's
Signature:

Original & electronic signatures accepted. If unable to sign, print your name a second time as confirmation.

Date:

Branch: Camp Erdman

YMCA of Honolulu

VOLUNTEER CODE OF CONDUCT

1. In order to protect YMCA staff, volunteers, and program participants – at no time during a YMCA program may a volunteer be alone with a single child where they cannot be observed by others. If a volunteer supervises children, they should space themselves in a way that other staff can see them.
2. You shall never leave a child unsupervised.
3. Restroom supervision: You will make sure suspicious or unknown individuals do not occupy the restroom before allowing children to use the facilities. You will stand in the doorway while children are using the restroom. This policy allows privacy for the children and protection for the you (not being alone with a child). If you are assisting younger children, doors to the facility must remain open. No child regardless of age should ever enter a bathroom alone on a field trip. Always take children in groups or, whenever possible, with you and two “buddies”.
4. You should conduct or supervise private activities in pairs - diapering, putting on bathing suits, taking showers, and so on. When this is not feasible, you should be positioned so that they are visible to others.
5. You shall not abuse children including:
 - **Physical abuse** – strike, spank, shake, slap;
 - **Verbal abuse** – humiliate, degrade, threaten;
 - **Sexual abuse** – inappropriate touch or verbal exchange;
 - **Mental abuse** – shaming, withholding love, cruelty;
 - **Neglect** – withholding food, water, basic care, etc.No type of abuse will not be tolerated and may be cause for immediate dismissal.
6. You must use positive techniques for guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism. You will have age appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint is used only in pre-determined situations (when necessary to protect the child or other children from harm), administered only in a prescribed manner and must be documented in writing.
7. You will conduct a health check of each child upon his or her arrival each time the program meets, noting any fever, bumps, bruises, burns, etc. Questions or comments will be addressed to the parent or child in a non-threatening way. You will document any questionable marks or responses.
8. You will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, culture, economic level of the family, or disability.
9. You will respect children's rights to not be touched or looked at in ways that make them feel uncomfortable, and their right to say no. Other than diapering, children are not to be touched in areas of their bodies that would be covered by a bathing suit. Physical contacts which include but not limited to tickling, wrestling, prolonged hugs, allowing youth to sit on volunteer laps, etc. are prohibited
10. You will refrain from intimate displays of affection towards others in the presence of children, parents, and staff.
11. While the YMCA does not discriminate against an individual's lifestyle, it does require that in the performance of their job they will abide by the standards of conduct set forth by the YMCA.
12. You must appear clean, neat, and appropriately attired.
13. Using, possessing, or being under the influence of alcohol or illegal drugs during working hours is prohibited.
14. Smoking or use of tobacco in the presence of children or parents during working hours is prohibited.
15. Profanity, inappropriate jokes, sharing intimate details of one's personnel life and any kind of harassment in the presence of children, parents, volunteers, or other staff is prohibited.
16. You must be free of physical or psychological conditions that might adversely affect children's physical or mental health. If in doubt, an expert should be consulted.
17. You will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
18. You may not be alone or communicate with children you meet in YMCA programs outside of the YMCA. This includes babysitting, sleepovers, driving or riding in cars, inviting children to their home, text messaging, e-mailing, or any online communication. Any exceptions require a written explanation before the fact and are subject to administrative approval.
19. You are not to transport children in their own vehicles or allow youth participants old enough to drive to transport younger children in the program.
20. You may not date program participants under the age of 18 years of age.
21. Under no circumstance should you release children to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization on file with the YMCA).

22. You are to report to a supervisor any other employee or Volunteer who violates any of the policies listed in this Code of Conduct.
23. You are required to read and sign all policies related to identifying, documenting, and reporting child abuse and Attend trainings on the subject, as instructed by a supervisor.
24. You will act in a caring, honest, respectful, and responsible manner consistent with the mission of the YMCA.
25. Possession or use of any type of weapon or explosive device is prohibited.
26. Using YMCA computers to access pornographic sites, send e-mails with sexual overtones or otherwise inappropriate messages, or develop online relationships is not allowed.
27. Any shirt or item provided to you by the YMCA that demonstrates a position of authority by representing you as a staff member, coach, mentor, volunteer or the like, will be returned to the YMCA or destroyed by you once that relationship to the YMCA ends.
28. YMCA volunteers may not present themselves as representatives of the YMCA when advertising or soliciting social contacts. Specifically, they may not refer to the YMCA on myspace, Facebook, or other social solicitation websites.

I understand that any violation of the Code of Conduct may result in immediate release from volunteering at the YMCA of Honolulu.

Volunteer Signature

Branch Staff Signature

Date

Volunteer Name Printed

Original and electronic signatures accepted. If unable to sign above, print your name in the signature box as confirmation.

YMCA OF HONOLULU VOLUNTEER ACKNOWLEDGEMENT

PLEASE READ CAREFULLY BEFORE SIGNING

IF VOLUNTEER IS AT LEAST 18 YEARS OLD, THEN VOLUNTEER MUST READ AND SIGN BELOW:

I understand as a volunteer, that I am not an employee of the YMCA of Honolulu and understand and agree that I will not receive any compensation or benefit nor be eligible for any coverage under the Hawaii Workers Compensation Laws.

I HAVE CAREFULLY READ THE FOREGOING STATEMENT, UNDERSTAND ITS CONTENTS, AND ACKNOWLEDGE THAT I AM SOLELY RESPONSIBLE FOR ANY INJURIES INCURRED WHILE VOLUNTEERING WITH THE YMCA OF HONOLULU.

Printed Name of Volunteer

Signature of Volunteer

Original & Electronic signatures accepted.
If unable to electronically sign, print your
name as confirmation.

Date

Emergency Contact:

Name

Telephone

IF VOLUNTEER IS UNDER 18 YEARS OLD, THEN PARENTS MUST READ AND SIGN BELOW:

I understand as my minor child is a volunteer, that my minor child is not an employee of the YMCA of Honolulu and understand and agree that my minor child will not receive any compensation or benefit nor be eligible for any coverage under the Hawaii Workers Compensation Laws.

I HAVE CAREFULLY READ THE FOREGOING STATEMENT, UNDERSTAND ITS CONTENTS, AND ACKNOWLEDGE THAT I AM SOLELY RESPONSIBLE FOR ANY INJURIES INCURRED BY MY MINOR CHILD WHILE HE OR SHE IS VOLUNTEERING WITH THE YMCA OF HONOLULU.

Both Parents/Guardians must sign:

Printed Name of Parent/Guardian

Signature of Parent/Guardian

Date

Printed Name of Parent/Guardian

Signature of Parent/Guardian

Date

Emergency Contact:

Name

Telephone