



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

Behavioral Management

Parents and Guardians:

The Greater Philadelphia YMCA provides a safe environment for children to develop healthy spirits, minds, and bodies. Developing and displaying positive character values is very important to the Y. Caring, Honesty, Respect and Responsibility, our four core values, is a large part of our commitment to offering a safe and exciting swim team experience. We are dedicated to each child experiencing a positive and successful swim team season by exposing them to positive role models, and promoting respect for self and others.

We understand each and every child is different and responds differently in certain situations. Through behavior management, we will try preventing problems, using redirection, having clear rules, which are developmentally appropriate, and giving positive reinforcement. Discipline problems may still arise; if these occur, we will be using progressive discipline. Progressive discipline refers to increased severity if a child repeatedly violates rules or becomes harmful to self or other children. Behavior standards will be broken into three categories, Minor, Major and Critical. Each category carries its own series of consequences. Below you will find the definition of each violation.

Level I:

Disrespectful towards staff or volunteers	Repeatedly not following program/ game rules
Disrespectful towards other swimmers	Excessive Horseplay
Disruptive Behaviors	
Repeatedly not following direction	

Level II:

Pushing	Inappropriate Language
Tripping	Aggressive behavior towards other children/ staff
Hitting	Teasing or embarrassing others
Kicking	Willful destruction of YMCA or Program property
Spitting	
Threatening Comments or gestures	
Uncontrollable Behaviors	

Level III:

- Fighting
- Leaving assigned area without permission
- Biting
- Harassment, Intimidation, Bullying
- Aggressive behavior that causes serious harm to another child



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Swimmer's Name:

	First Violation	Second Violation	Third Violation	Fourth Violation	Fifth Violation
Level I*	Verbal Notice to parent/ guardian describing the behavioral concern	Written notice to parent/ guardian describing behavioral problem	Written notice to parent describing the behavioral problem and parent conference	1-3 days out of program suspension (tuition not prorated)	Expulsion from the program without reimbursement from the program.
Level II*	Verbal and written notice to the parent guardian describing behavioral problem	Written notice to the parent guardian describing the behavioral problem and parent conference	1-3 days out of program suspension (tuition not prorated)	Expulsion from the program without reimbursement from the program.	
Level III*	1-3 days out of program suspension or Immediate Expulsion (tuition not prorated or reimbursed)				

*Determination of the violation is at the discretion of the Program Director. Violation determination may escalate to immediate suspension or expulsion based on severity of violation.

Please discuss this behavior management policy with your child(ren)