



FOR YOUTH DEVELOPMENT®  
FOR HEALTHY LIVING  
FOR SOCIAL RESPONSIBILITY

# CHANGE LIVES CHANGE YOUR COMMUNITY



## VOLUNTEER APPLICATION:

Date: \_\_\_\_\_

Mark all of the areas you are interested in volunteering:

- |  |   |  |
|--|---|--|
| <input type="checkbox"/> Administration/Clerical | <input type="checkbox"/> Aquatics         | <input type="checkbox"/> Youth Sports    |
| <input type="checkbox"/> Special Events          | <input type="checkbox"/> Wellness/Fitness | <input type="checkbox"/> Adult Sports    |
| <input type="checkbox"/> Maintenance             | <input type="checkbox"/> Tot Spot         | <input type="checkbox"/> Tutor/ Mentor   |
| <input type="checkbox"/> Greeters                | <input type="checkbox"/> Youth Programs   | <input type="checkbox"/> Camp            |
|  |   | <input type="checkbox"/> Annual Campaign |

Name \_\_\_\_\_

Address \_\_\_\_\_ City/State/Zip \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

DOB: \_\_\_/\_\_\_/\_\_\_ Are you over 18? \_\_\_

To run a background check you must supply your Social Security # \_\_\_\_\_

Have you ever volunteered at the Y before? \_\_\_ Yes \_\_\_ No

## MARK THE DAYS AND TIME AVAILABLE TO VOLUNTEER:

Weekdays Mon. \_\_\_\_\_ Tues. \_\_\_\_\_ Wed. \_\_\_\_\_ Thurs. \_\_\_\_\_

Weekends Fri. \_\_\_\_\_ Sat. \_\_\_\_\_ Sun. \_\_\_\_\_

Have you ever been convicted of a felony? \_\_\_ Yes \_\_\_ No

Have you had any criminal convictions for child abuse or sex-related crimes \_\_\_ Yes \_\_\_ No

Are you a member of the YMCA? \_\_\_ Yes \_\_\_ No

What volunteer position are you seeking?

Why are you interested in volunteering with the YMCA?

Emergency Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Relationship to you: \_\_\_\_\_

**EMPLOYMENT:**

Please fill out your current employment information

From:	To:	Employer:	Phone:
May we contact for reference? <input type="radio"/> Yes <input type="radio"/> No		Complete Address:	Job Title:
Supervisor:		Summarize the nature of your work and job responsibilities?	

**REFERENCES:**

List three references that have known you at least three years whom you authorize us to contact:

TYPE	NAME	CONTACT INFORMATION	YEARS KNOWN
<input type="radio"/> Family Member		Email: Phone:	
<input type="radio"/> Personal <input type="radio"/> Professional		Email: Phone:	
<input type="radio"/> Personal <input type="radio"/> Professional		Email: Phone:	

\*References may include supervisors, co-workers, faith leaders, teachers or school counselors.

\*\*One reference must be a family member or guardian.

Signature of Applicant \_\_\_\_\_ Date \_\_\_\_\_

Parent Signature \_\_\_\_\_ Date \_\_\_\_\_

**GENEVA LAKES FAMILY YMCA  
STATEMENT OF APPLICANT**

In the Geneva Lakes Family YMCA efforts to attract the highest quality volunteers, I have been advised and authorize, that, as a part of the application process for volunteer service with the YMCA, an extensive inquiry will be made concerning my background, employment, activities and character, and I fully consent to and authorize all such inquiries.

I understand that my continued involvement as a volunteer is contingent upon a clear criminal history background check. If the Geneva Lakes Family YMCA accepts my volunteer service, I will comply with all policies set forth by the Organization. I have read, understand and support the YMCA's position on the problem of child abuse. I hereby waive any right to claim that any request or investigation is an invasion of my privacy, since it is made with my consent and it is in my interest that I be considered for volunteer service.

I certify that all statements made by me on this application are true to the best of my knowledge and that I have withheld nothing that would, if disclosed, affect this application unfavorably. I understand and agree that any misrepresentation or omission of facts would exclude my being considered for volunteer service or, after my service begins, may be cause for termination. I understand and agree that if my services as a volunteer are accepted, there is no contract period for volunteer service and my volunteer service would be solely "at will," giving either me or the YMCA the right to terminate my volunteer service at any time without liability or obligation.

I hereby acknowledge that I have read and understood the above statement and that I voluntarily sign this application.

\_\_\_\_\_  
Signature of Applicant

\_\_\_\_\_  
Date

\_\_\_\_\_  
Signature of Parent or Guardian (If applicant is under 18yrs of age)

\_\_\_\_\_  
Date

## **GENEVA LAKES FAMILY YMCA Volunteer Code of Conduct**

1. In order to protect staff, volunteers, and program participants, at no time during a program is a staff/volunteer person to be alone with a single child where they cannot be observed by others. Staff and/or volunteers supervising children should space themselves in a way that other staff/volunteers can see them.
  2. Staff and/or volunteers should never leave a child unsupervised.
  3. Restroom supervision: Children who are participating in YMCA programs are not to be sent to bathrooms without a YMCA staff member present. The buddy system or three children together are not acceptable practices and are no longer permitted at the YMCA. For single stall bathrooms the YMCA staff will be positioned outside of the bathroom to make sure no one else enters the restroom. At minimum, when multiple children are in the bathroom or locker room, YMCA staff members will be standing in the doorway so they can have at least auditory supervision of the children. Staff members can and are encouraged to be inside the facilities so they can be easily seen by the children and so they are able to immediately stop any inappropriate activity. This is best done with multiple staff members so individual staff are not subjected to unwarranted allegations. Protocols that address the variety of unusual circumstances possible during outdoor or off-site activities shall be established and made part of that program/activity's operating guidelines.
  4. Staff and/or volunteers should conduct or supervise private activities in pairs, e.g., diapering, putting on bathing suits, taking showers, etc. When this is not feasible, staff and/or volunteers should be positioned so that they are visible to others.
  5. Staff and/or volunteers shall not abuse children in any way including:
    - Physical abuse: striking, spanking, shaking, slapping, etc.
    - Verbal abuse: humiliating, degrading, threatening, etc.
    - Sexual abuse: touching or speaking inappropriately
    - Mental abuse: shaming, withholding kindness, being cruel, etc.
    - Neglect: withholding food, water, basic care, etc.
- Any form of abuse will not be tolerated and may be cause for immediate dismissal.
6. Staff and/or volunteers must use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism. Staff and/or volunteers will have age-appropriate expectations and setup guidelines and environments that minimize the need for discipline. Physical restraining is used only in predetermined 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. Staff and/or volunteers will conduct a visual health check of each child, each day, as they enter the program, noting any fever, bumps, bruises, burns, etc. Questions or comments will be addressed to the parent or child in a non-threatening manner. Any questionable marks or responses will be documented.
  8. Staff and/or volunteers will respond to children with respect and consideration and treat all children equally, regardless of gender, race, religion, culture, disability or economic level of the family.
  9. Staff and/or volunteers 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 or as required by safe instructional methods, children are not to be touched on areas of their bodies that would be covered by a bathing suit.
  10. Staff and/or volunteers will refrain from intimate displays of affection towards others in the presence of children, parents, and staff.
  11. Staff and/or volunteers are not to transport children in their own vehicles or allow youth participants old enough to drive to transport younger children in the program.
  12. Staff and/or volunteers 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 on any YMCA property or in the presence of children or parents during working hours is strictly prohibited.
15. Possession or use of any type of weapon or explosive device is prohibited.
16. Using YMCA computers to access pornographic sites, send e-mails with sexual overtones or otherwise inappropriate messages, or develop online relationships is not allowed.
17. Profanity, inappropriate jokes, sharing intimate details of one's personal life and any kind of harassment in the presence of children, parents, volunteers, or other staff is prohibited.
18. YMCA staff and/or volunteers will not initiate contact with or accept supervisory responsibility for participating children outside approved YMCA activities. Staff and/or volunteers may not be alone with children they meet in YMCA programs outside the YMCA. This includes babysitting, sleepovers, driving or riding in cars, and inviting children to their homes. Any exceptions require a written explanation before the fact and are subject to prior approval from the Executive Director.
19. Staff and/or volunteers must be free of physical and psychological conditions that might adversely affect children's physical or mental health. If in doubt, an expert should be consulted.
20. Staff and/or volunteers will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
21. Staff and/or volunteers should not give excessive gifts (e.g., video games, tv, jewelry) to youth nor be exclusive. Gifts around celebrations and holidays are to be shared with all participants.
22. Staff and/or volunteers may not date program participants who are under the age of 18.
23. Under no circumstances should staff and/or volunteers 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).
24. Employees who, in the course of their work, have access to confidential information have an obligation not to disclose that information to other employees, members or other persons within or outside the Association.
25. Staff and/or volunteers are required to report to a supervisor any other staff or volunteer who violates any of the policies listed in this Code of Conduct.
26. Staff and/or volunteers 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 and listed in the Geneva Lakes Family YMCA Personnel Policy and Child Abuse Prevention Policy and Procedures.
27. Staff and/or volunteers will display and uphold the Character Development values of Caring, Honesty, Respect and Responsibility, as consistent with the Mission of the YMCA, by leading by example and incorporating the values in their programs and positions.

The Geneva Lakes Family YMCA follow the guidelines of the SAFE SPORT ACT: All staff and volunteers authorized to interact with minor athletes are now mandated reporters. Reports must be filed within 24 hours to appropriate law enforcement agencies. Additional Requirement: If the report is coming from allegation in a National Governing Body (USA Swimming), you must also report to the US Center for Safe Sports within the same 24 hours <https://safesport.org/or 720-531-0340>.

### **MONITORING & REPORTING STANDARDS**

**I will** be aware of and report to the YMCA any signs of sexual, physical, or emotional abuse, or neglect. **I will** monitor the actions of other staff, volunteers and adults and will bring any behavior that is concerning in any manner or inconsistent with the YMCA Child Abuse Prevention standards to the attention of someone in authority at YMCA. **I will** immediately report any suspicion or allegation of abuse or neglect to local law enforcement and Child Protective Services by calling 262-741-3200. I understand by law I am a mandated reporter. **I will** fully and unconditionally cooperate with all internal and third-party investigations related to any complaint, concern, or allegation of child abuse or otherwise. **I understand** the YMCA will pursue the prosecution of child abuse to the full extent of Wisconsin state laws. Any person accused or reported will be placed on temporary suspension pending the outcome of the investigation.

I have read, understood, and will abide by the Geneva Lakes Family Child Abuse Prevention Code of Conduct and Behavior Standards.

\_\_\_\_\_  
Employee or Volunteer Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Supervisor Signature

\_\_\_\_\_  
Date

Permission to use Photographs/Video: I hereby give the YMCA, and its employees or agents, permission to take, copyright, use, and publish photographs and videos of or concerning me (and/or my children or wards, if under the age of 18) for purpose of the business of the YMCA, including without limitation, the preparation of promotional materials for the YMCA, social media platforms and for fundraising materials.