

NYA Sports & Fitness Center Code of Conduct

Purpose

This Code of Conduct establishes the expectations for all participants, volunteers, staff, contractors, coaches, officials, renters, spectators, and visitors involved with our organization. Our goal is to provide a safe, welcoming, respectful, and inclusive environment where everyone can participate and enjoy our programs and facilities.

Our Mission

NYA Sports & Fitness Center, a 501(c)(3) non-profit organization, is committed to building a stronger community by providing an environment that supports healthy living through exercise, sports, play, events and personal connections.

Our Values

We are committed to:

- Respect for all individuals.
- Safety and well-being.
- Integrity and honesty.
- Fairness and sportsmanship.
- Inclusion and accessibility.
- Accountability for our actions.

Expected Conduct

Everyone participating in our programs or using our facilities is expected to:

- Use only spaces for which they have an active membership, program enrollment, rental agreement, or paid access.
- Treat others with courtesy, dignity, and respect.
- Demonstrate good sportsmanship and encourage positive behavior.
- Follow all organizational policies, facility rules, and instructions from staff and volunteers.
- Help maintain a safe, clean, and welcoming environment.
- Respect organizational property and the property of others.
- Report unsafe conditions, injuries, or inappropriate behavior promptly.
- Comply with all applicable facility policies, procedures and regulations.
- Be 14 years to use the upstairs gym.
- Comply with rules and regulations as they relate to children under 14 years of age.

Unacceptable Conduct

The following behaviors are prohibited:

- Providing false information to gain access to the facility spaces, programs, etc.
- Harassment, bullying, intimidation, or discrimination of any kind.
- Physical violence, threats, or aggressive behavior.
- Abusive, offensive, or inappropriate language or gestures.
- Damage to facilities, equipment, or property.
- Theft, vandalism, or misuse of organizational resources.
- Possession or use of illegal drugs or being under the influence of substances that impair safe participation.

- Possession of weapons except as permitted by applicable law and organizational policy.
- Cheating, unsportsmanlike conduct, or behavior that compromises the integrity of programs or competitions.
- Using facility space for personal training of any kind of another individual or individuals.
- Any conduct that creates an unsafe or hostile environment.
- Any other conduct not listed but deemed unacceptable will be reviewed by management and/or the Board of Directors

Youth Protection

The safety of children and youth is a top priority. All adults are expected to:

- Serve as positive role models.
- Maintain appropriate professional boundaries.
- Follow all youth protection and supervision policies.
- Immediately report suspected abuse, neglect, or misconduct in accordance with applicable laws and organizational procedures.

Facility and Space Rentals

Individuals and organizations renting or using our facilities are responsible for:

- Following the terms of their rental agreement.
- Ensuring guests comply with this Code of Conduct.
- Leaving facilities clean and in good condition.
- Reporting any damage or incidents before leaving.
- Using facilities only for approved purposes.

Spectator Expectations

Spectators are expected to:

- Support participants in a positive and respectful manner.
- Respect officials, coaches, volunteers, and staff.
- Refrain from abusive language or disruptive behavior.
- Follow staff directions and facility rules, policies and procedures.

Reporting Concerns

Anyone who experiences or witnesses conduct that violates this Code should report the matter to organizational staff or leadership as soon as possible. Reports will be reviewed promptly and handled as fairly and confidentially as circumstances allow.

Consequences

Violations of this Code of Conduct may result in one or more of the following actions:

- Verbal or written warning.
- Removal from an event or facility.
- Permanent suspension from participation or facility use.
- Termination of volunteer or rental privileges.
- Notification of law enforcement when appropriate.
- Cancellation of membership.
- Cancellation of contract.

- Any other action deemed necessary to protect participants, staff, volunteers, and the public.

Commitment

By participating in our programs, volunteering, working for and or with our organization, attending events, or renting our facilities, individuals agree to comply with this Code of Conduct and contribute to a positive, respectful, and safe community environment.

The NYA Sports & Fitness Center Board of Directors reserves the right to make changes, adjustments, deletions, etc. as it deems necessary that are in the best interest of the organization.

I agree to comply with the NYA Sports & Fitness Center Code of Conduct received and reviewed today.

Name and Date