Dear Summer Camp Family,

The YMCA has a grand tradition of camping, spanning over 150 years. We are both excited and honored to serve your family this summer and add your child to the vast legacy of YMCA campers. The YMCA of Greater Kansas City summer camp programs are offered in multiple locations around the Kansas City area. Our Youth Development Services, as well as industry experts who are leaders in their respective fields of expertise, design our summer camp themes and curriculum. We take pride in the quality that we offer our families.

Y Camp provides youth with supervised activities that teach core values, conflict resolution and leadership skills. Campers have fun while making new friends, building self-confidence, finding a sense of belonging and growing in self-reliance. For youth, Y camp is a fun, happy place to enjoy the summer, play games, create arts and crafts, explore science and technology, swim, participate in field trips, appreciate nature and discover and value our many cultures.

Seasoned YMCA Directors carefully select our youth development staff. Each staff person is thoroughly screened and they receive instruction that is well above the industry standard. This includes training related to safety, risk management, child development, behavior management, and program delivery. Our staff members are CPR/First Aid certified and Child Abuse Awareness trained yearly.

Please read through our handbook and take some time to sit with your campers and explore all the opportunities they have with the Y this summer. If you should have additional questions, please contact us at any time at any of our YMCA locations.

Sincerely,

Steven Scraggs

Senior Vice President of Youth Development Services, YMCA of Greater Kansas City
What to Expect

CAMP MISSION
To have fun learning essential life skills that build positive relationships, a feeling of belonging and a sense of achievement in a safe, supportive environment.

ABOUT YMCA CAMPS
The Y is giving kids their Best Summer Ever! The YMCA of Greater Kansas City camps offer a mix of fun and educational activities aimed at improving kids’ well-being. Our programs center on three areas proven to impact kids’ development: Achievement Relationship Belonging.

The Y has been a leading provider of summer camp for over 150 years and continues to provide youth with an enriching experience. We ensure that campers are in a safe environment with caring YMCA staff that instill positive values that help build character. When at camp, kids are given new responsibilities and learn independence. As a result, they become more confident, open to trying new things and grow as individuals and as part of a group. Camping at the Y is a fun and unique experience that gives youth the opportunity to discover their full potential, meet new friends, play and create memories that last a lifetime.

Join The Y Day Camp for a week or for an entire summer of fun! We focus on caring, honesty, respect and responsibility in all of our activities, from educational camper-chosen skill activities to swimming and everything in between. We provide fun-filled weekly themed activities that allow for physical movement, social interaction, educational opportunities, leadership building, personal growth and creativity. Day campers will be divided into small groups by age with activities appropriate to the interests and needs of each group.

The Y works to help youth discover their full potential by providing opportunities to learn, grow and thrive amidst caring, supportive adults. These experiences are grounded in a set of objectives that characterize all of the YMCA of Kansas City camping programs. Through the Y’s day camp program, kids participate in fun and educational activities that help them with:

• **ACHIEVEMENT** - Learn and master skills that help them realize their passions, talents and potential.
• **RELATIONSHIP** - Build friendships with new friends and staff role models adding to their well-being.
• **BELONGING** - Help them feel like they belong so they feel safe, welcome and free to express their individuality.

Typical Traditional Camp Daily Schedule

- **Camper’s Choice & Play** during early morning and late afternoon hours
- **Skills building** related to STEM, Art and Humanities, Sports and outdoor recreation play
- Participates in **Camp Readers Program**
- Start and end a camp day with a **group assembly** filled with song, dance and recognition to celebrate the spirit of camp
- At least once a week campers will travel to a local pool and participate in water activities on site.
- **Character development** with a focus on our core values: Honesty, Caring, Respect and Responsibility
- A variety of either onsite special activities & guest speakers or off site field trips. *Vary per week, per camp site.*

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<thead>
<tr>
<th>Time</th>
<th>Activity</th>
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<tr>
<td>7:00am - 9:00am</td>
<td>Before Care</td>
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<tr>
<td>9:00am - 9:30am</td>
<td>Opening Ceremony and Announcements</td>
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<tr>
<td>9:30am - 10:00am</td>
<td>Group Time and Morning Snack</td>
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<td>10:00am - Noon</td>
<td>Morning Activity Rotations</td>
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<td>Noon - 1:00pm</td>
<td>Lunch, Read and Rest</td>
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<td>1:00pm - 3:00pm</td>
<td>Afternoon Activity Rotations</td>
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<td>3:00pm - 3:30pm</td>
<td>Group Time/Reflection</td>
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<td>3:30pm - 4:00pm</td>
<td>Closing Ceremony</td>
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<tr>
<td>4:00pm - 6:00pm</td>
<td>After Care and Afternoon Snack</td>
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ENROLLMENT AND REGISTRATION

Online at KansasCityYMCA.org/Camp

Families may register for camp online using our ActiveNet registration system. If you receive state subsidy or are applying for YMCA financial assistance, online registration is not available. Please download and complete the printable registration form and financial assistance application.

All campers are required to complete an emergency packet and bring it to camp on your first day. Please keep a copy for yourself. If your child attends multiple Y camps throughout the summer, you will need to bring a copy of the emergency packet to each camp. You can download the emergency packet from our website KansasCityYMCA.org/Camp. Campers will not be able to attend unless emergency packet is provided.

We encourage you to register early to secure a spot. Registration is on a weekly basis. The last chance to register for any week of camp is at midnight on the Thursday before the camp begins. (For example, for camps beginning Monday, June 1, the registration deadline is midnight on Thursday, May 28.)

When you register, the following are due:

- **A $45, one-time camp registration fee**, per child, for the summer. It is non-refundable.
- **A $20 deposit for each week of camp you are registering for**, to hold your child’s spot. **The deposit will be applied to your weekly camp tuition** and is non-refundable and non-transferable.

Payment is due for every week registered regardless of attendance. Weekly tuition is not prorated for any reason. Cancellation and refunds for any reason requires a written notice given to the Y one week prior to register sessions.

A $20 late fee is charged if your payment is late. We reserve the right to discontinue service if the account becomes 5 days delinquent. We understand that occasional financial situations arise; please keep the YMCA Program Director informed as to your family’s situation in advance of delinquency so we can work with you. Upon registering for the YMCA Day Camp Program, you are responsible for payment of all program dues associated to your child’s enrollment in the program.

You may pay by:

- Automatic draft from a credit/debit/prepaid card
- Automatic draft from a bank account by providing a voided check

**Non-Discrimination Statement**

The YMCA of Greater Kansas City recognizes the worth of all persons, regardless of race, ethnicity, religion, sex, gender, sexual orientation, age or economic circumstances.

**FINANCIAL ASSISTANCE & THIRD PARTY SUBSIDIES**

The YMCA is committed to providing quality programs to all children and families regardless of their financial circumstances. The YMCA strives not to turn anyone away due to an inability to pay and offers financial assistance through our Annual Campaign scholarship program. Interested families must complete an application. Discounts on weekly fees are given to those who qualify, and the amount of the discount is determined based on funds available.

Families receiving state subsidy are not eligible for financial assistance from the Y. However, the Y accepts state child care subsidy payments.

Download and complete the Financial Assistance Application at KansasCityYMCA.org/Camp.
Personal Belongings

Please mark all belongings with your child’s name. The YMCA is not responsible for any personal items lost, stolen, or damaged at our programs. Please make sure your child leaves all electronics, cell phones, toys (stuffed animals, fidget spinners, and action figures, etc.) at home. The YMCA will not be held responsible for lost items.

Camp shirts

Your child will receive their shirt during their first week of camp. Write your child’s name somewhere on the shirt. The shirt must be worn on days your camp goes on field trips.

How to dress your child for camp

Please dress your child appropriately for the weather. Keep in mind that the children will be active and may get dirty, so dress your child in clothes that are for play and that you won’t mind getting dirty. Children must wear closed-toe shoes to camp. Remember to send a swim bag with appropriate swim gear on the days your child goes swimming. Campers should wear their camp shirt on field trip days.

Sunscreen

The sun is always a concern for us. We are committed to making sure your child is safe from the sun. We strongly encourage you to pack your camper with SPRAY ON SUNSCREEN. Please provide a sunscreen with at least an SPF of 15 that is labeled “All Day” and “Waterproof”. Campers should arrive to camp with sunscreen on – Camp counselors will reapply spray sunscreen to youth throughout the day. If sun exposure is ever a problem, please notify the camp director immediately so that extra precautions and applications can be made.
Our Counselors
Our counselors receive extensive hours of professional development training that exceeds state licensing requirements. Counselors are CPR and First Aid certified. We meet or exceed state staff-to-child ratios. We perform background checks on all YMCA counselors.

Your camp director is your primary contact for information about our programs or any questions you have. We strongly encourage and invite parental participation and communication.

Ratio and safety
We understand that safety is the number one objective. All of our school building-based camps are licensed by the Kansas Department of Health and Environment or the Missouri Department of Health and Senior Services. Both states require a 1:15 adult: child ratio. At camp, we aim for a 1:12 ratio, and we do even better than that on field trips. When we go swimming, the ratio is at least 1:8, usually even stronger.

We always check restrooms before a child goes into a restroom in a public place. We want to know who is in the restroom before the children go in. We monitor who goes in and out of the restroom while our campers are in there. Camp is an outdoor activity. We spend the majority of our day outside, playing games, learning and just having fun. We ensure that all campers stay cool by providing swim time, coming inside when it gets too hot, and keeping all of our campers hydrated. When the temperature reaches 98 degrees or higher, or Heat Index reaches 100 or above, we rotate camp activities inside more frequently. Hydration is another component of health safety. We encourage multiple water breaks throughout the day. Send your child to camp with a water bottle – every day.

Field trip Safety
When we are on field trips, we take health information and medicine with us and require a permission slip to be signed for each trip. You will receive details and permission slips from your camp director each week. We frequently take attendance and use a method called “name-to-face checks” – that means when we take attendance, we aren’t just calling names and listening for the child to say, “Here.” We want to see who is saying it. We do this every time we take attendance, and as the children get on the bus.

Swim Safety
When we go swimming, we expect our staff to be in the water and interacting with the kids – but not all at once. Some staff will be in the water, while others will be equally spaced around the side of the pool monitoring the children. You will not see our staff lounging or sunbathing at the pool. We help children apply sunscreen before we leave for the pool, and about every hour while we are at the pool. We require a swim test of all of our campers each week to ensure we know their swim ability.

Swim test consists of swimming the length of the longest pool during which campers are asked to jump into pool, submerge fully, return to the surface and immediately begin swimming without pushing off the wall. Swim in a horizontal position, on stomach and on top of the water. Exit the pool without assistance using either the wall of pool ladder.

Green Band Indicates they can swim in the deep end of the pool AND utilize the diving board slides with signed parent permission. Will need to take weekly swim test.

Yellow Band Indicates they can swim in the end of the pool but cannot utilize the diving boards and slides at the pool. Will need to take weekly swim test.

Red Band indicates they need to swim in the shallow end of the pool where they can touch and may not swim in the deep end or utilize slides, diving boards etc. Campers can take the swim test weekly to see if they can pass the test. Red swimmers will need to wear an approved life jacket; the YMCA will provide a coast guard approved life jacket for all red band swimmers. Families are welcome to send your camper with their own coast guard approved jacket if preferred.

Healthy Environment
Please help us keep a healthy environment for all our children. If a child cannot participate in the program due to illness, the child must be kept at home. Children who are ill may not return until they are symptom-free for 24 hours. They must also be fever-free for 24 hours without the use of fever reducers. If your child becomes ill during program hours, you will be notified and requested to pick up your child.

Small cuts and scrapes will be treated by our CPR/First Aid certified staff using standard first aid procedures. In cases of serious illness or injury, the Camp Director will contact parents immediately. If the parent cannot be reached, the designated ‘emergency contact’ will be called. The YMCA will contact EMS at any time necessary for the safety of a child, which may involve transportation to an emergency medical facility.

The YMCA will contact the parents of any child who is found to have head lice. That child will be asked to be picked up early and will be allowed to return only after a successful treatment resulting in the complete removal of live lice and nits. YMCA will notify all other parents of incident. There is no financial or time compensation for missed days.
**Medication**

Prescription medications must be in their original container labeled with the child’s first and last name, the date the prescription was filled, the name of the licensed physician or licensed nurse practitioner who wrote the prescription, the expiration date of the medication, and specific and legible instructions for administration and storage of the medication. YMCA staff will administer the medication according to the instructions. Non-prescription medications can be given by permission and directions from child’s physician. YMCA staff will administer non-prescription medication from the original container labeled with the first and last name of the child or youth and according to the instructions on the label. All medicine will be held in a locked box.

**Youth with 504/IEP or Behavior Plans**

Y Camp is open to all children, and the YMCA will work with children of all abilities. Parents have a duty to disclose significant medical, physical, or behavioral needs at the time of enrollment. Due to the large-group format of our summer programs, the Y is unable to provide one-on-one care except on intermittent basis. Please connect with a YMCA associate to discuss the needs of your youth so that we can best serve all campers.

**Attendance Procedures**

Your child must be signed into and out of the program. Only people you authorize may pick up your child from the program. If your child is going to be absent, please notify your camp director. Withdrawing from the program requires one week’s notice in writing on the change/drop request form. Obtain drop forms at KansasCityYMCA.org/Camp or from your camp director.

**Drop Off/Pick Up** – For the safety of staff and campers, campers may not be dropped off at the YMCA Camp site earlier than 7 a.m., depending on camp location. At that point, a YMCA staffer will be waiting to greet you and your camper at your YMCA Camp Site. You must sign in your camper each day. All campers must be picked up by 6pm and by signing your camper out. Please be prepared to show a government issued I.D to verify authorized pick up.

**Early Pick Up** – We understand that there will be times when you need to pick up your child early. When this occurs, it is extremely important that you call or email the camp director with the details of the early pick up. Please understand that we use many areas of our facility and children may be participating in an activity away from the building. We have a handheld radio system that allows us to communicate effectively. It may take a few minutes to retrieve the child from the program area. Your patience is appreciated.

**Late Pick Up** – In fairness to our staff and because of subsequent program demands, it is very important that your child be picked up on time. A late fee will be charged for each child not picked up by 6pm. The fee will be assessed at a rate of $1.00 per minute per child starting at 6:01pm, and it is due when you pick up your child. If a child is not picked up by 6:20pm we will begin calling parent’s and/or emergency contacts. If the child is not picked up by 7pm, local authorities will be called.

**Parent Visitation**

We have an open door policy in regards to having parents/guardians coming to see what great activities and fun their child is experiencing. We do require that all parents/guardians sign in with the director/coordinator that runs the program. From there, they will walk with you to the participant’s location.

**Custody Issues**

The Primary Parent listed on the Camp Enrollment form is the ONLY authorized party to make any account or enrollment changes. Any change in family status which impacts authorized parties for pick-up will require official documentation from the proper authority. In cases of separation or divorced parents where visitation rights are denied to one parent, we cannot deny releasing the child to such parent unless a court decree or separation documents are in our file expressly forbidding such parent to pick the child up from our program, or from pick up at times not allowed by the court decree. The court decree must also be specific to the rights of visitation on the YMCA property during program hours. Please call the director if you have specific custody issues that we need to be aware of. YMCA staff will not testify in court in regard to child custody proceedings. Neither our programs nor staff will endorse any person(s) for the purpose of custody disputes. The YMCA reserves the right to discontinue care if custody issues disrupt the program or become an issue for program staff, office staff, the child, or other children in the program.

**Family Transitions**

Occasionally, campers’ actions in our program can be a result of problems they are experiencing at home (i.e. pet’s death, parent divorcing, fight with sibling, etc.). If any such disruptive or traumatic experience should occur, please inform your director. This will enable us to better meet the needs of your child.

**Babysitting/Fraternization**

YMCA associates are not allowed to fraternize with, babysit or transport your child outside the YMCA program. We request that you not ask any YMCA associate to care for your child outside of the program. If a relationship exists outside the YMCA which predates the staff employment with the YMCA, staff should notify their supervisor.
Camp Rules
The purpose of rules is to set boundaries for a child’s behavior. Please review with your child daily the types of behaviors that we expect (outlined below) and perhaps even spend some time discussing their importance in order for your camper to have a successful time at camp.

1. **Friends Helping Friends!** Honesty and respect will be the basis for all relationships and interactions. Reach out and make a new friend each week. We respect each other and the environment. If we listen to others; they will listen to us. Use your magic words, please and thank you often. Be courteous with the words you use. Inappropriate language, verbal threats, fighting and tactics used to humiliate or intimidate another simply WILL NOT BE TOLERATED.

2. **Social Inclusion:** Teamwork and cooperation will be the basis for including every one. Politeness and courtesy go a long way. People are responsible for their actions. Use positive language at all times. Speak for yourself, not anyone else. Encourage others by avoiding put downs, who needs them? Show respect. Every person is important. Keep your hands and feet to yourself at all times. You are not allowed to touch another camper/staff member in a negative way.

3. **Building a community:** Every child is part of the Y day camp. You are here to make new friends, play with old friends, learn new games, try something new, build on an old skill and just have fun. Respect all Y staff, Y members, counselors and other campers. The proper use and cleanliness of the locker rooms, equipment, supplies, etc. is the responsibility of all. Clean up is important and we need your support. Not only do we respect each other but also we respect our camp environment by putting litter in its place, by not destroying property that belongs to camp or to others and putting equipment up in its proper place. We are all responsible for our words and our actions. Be responsible for personal belongings. More things are lost than found. Leave important things at home. Stay in program areas with your counselor – running away is not acceptable. Cooperate with staff and follow directions. They know best how to keep you and your friends safe.

**BUS RULES**
- Be seated, facing forward while the bus is in motion.
- When seat belts are provided, they must be worn.
- Keep all heads, arms, legs and objects inside the bus.
- Maintain a reasonable noise level.

**POOL RULES**
- Running, shoving and horseplay is not permitted on the pool deck, in the water or in the restroom.
- Do not hang on staff or fellow campers.
- Obey lifeguards and staff at all times.
The Discipline Policy

Our discipline policy is youth-centered and designed to achieve a positive outcome to misbehavior and conflicts. We acknowledge good behavior while responding to misbehavior and conflicts in an appropriate manner. We have the right to suspend or expel children from our programs if they or their families threaten the safety or interfere with the sustainability of a quality program.

- The YMCA of Greater Kansas City has a policy of non-restraint with the exception of those associates trained in Crisis Prevention Institute’s Nonviolent Crisis Intervention (NVCI). NVCI is an evidence-based training that teaches non-violent physical and verbal intervention skills intended to keep the child in crisis and all others involved safe during a physical risk behavior
- Physical interventions may only be used as a last resort when all other verbal interventions have been exhausted. (See page 2 for full Nonviolent Crisis Intervention Policy)
- Corporal punishment (spanking, hitting, or any form of physical punishment) is prohibited.
- Time out is not an acceptable practice. A safe seat is only to be used as a cool-down tool. (bit.ly/Safeseat)
- Expectations will be stated frequently and positively (e.g. instead of saying “don’t run,” say “please walk.”)
- Documentation of serious incidents must be stated objectively; without opinions or guessing included. Only what was observed may be included in incident reports and behavior reports.
- No child may be expelled from a program without approval from Professional Learning Community (PLC) Leader/Senior Program Director and/or Senior Vice President of Youth Development.

Behaviors that may result in immediate suspension or expulsion include but are not limited to:
- Any action that could threaten or pose a direct threat to the physical or emotional safety of the child, other children, or staff (harassment, bullying, running from supervision, or physical aggression)
- Possession of a weapon of any kind
- Stealing, vandalism, or destruction of property
- Sexual misconduct
- Possession or use of alcohol or controlled substances

Individual Success Plans

In many cases, the Site Supervisor, Multi-Site Coordinator, or PLC Leader/Senior Program Director will require that an Individual Success Plan (ISP) be created. The Individual Success Plan is developed to bring all parties (youth, associates, parent(s)/guardian(s) and anyone the parent(s)/guardian(s) invite) together to create a plan that will help the youth be as successful as possible in Y programs.

- An Individual Success Plan Meeting should take place after there have been several conversations with the family regarding behavior, there has been no observable improvement, or if there is a serious event that happened that includes running from supervision, or being physically aggressive.
- The purpose of an Individual Success Plan is to keep the youth in the program and make reasonable accommodations to help support each child.
- We do not provide one to one care and, in some instances, suspension or expulsion from the program must be considered. If the child continues to display the problem behavior and staff has implemented appropriate accommodations, the child may be subject to suspension or expulsion from the program.
- Failure of the parent(s)/guardian(s) to attend conference(s) and/or Individual Success Plan meetings, and cooperate may subject the child to suspension or expulsion from the Y program.

Code of Conduct

LEVEL 1 OFFENSES include a wide range of behaviors that disrupt the Y program space. In most cases, strategies used by the Y associate will be sufficient to bring the child’s behavior to an acceptable level. For Level 1 behaviors, a variety of in-program strategies will be used to redirect problem behaviors prior to or in conjunction with the use of consequences.

1. Contributing to or Inciting a Disruptive Situation:
   a. The intentional promotion or advocacy of misconduct by any child, for any purpose; including excessive screaming and shouting.
   b. Behavior which interferes with participation opportunities of others in the program space.
2. Violation of General Rules and/or Program Disruption: The failure to comply with or follow established procedures or intentional acts, behaviors, or conduct in the program space which disrupts orderly processes for the child and/or children near or in proximity. This includes all areas and locations utilized as Y program space or environments where expectations for appropriate behavior exist, including but not limited to program space, playgrounds, field trips, hallways, assembly areas, parking lots, and school busses.
3. Improper Display of Affection: Improper touching, hugging, kissing and/or engaging in inappropriate social behavior.

4. Misuse/Use of Technology Devices: The willful or intentional misuse of any technological equipment such as cellular phones, computers, video equipment or other audio-visual equipment, including use of such devices at inappropriate times, that results in disruption of the Y Program.

**LEVEL 1 CONSEQUENCES:**
The Site Supervisor, Multi-Site Coordinator, and PLC Leader/Sr. District Program Director may choose ANY of the listed options for Level 1 consequences:

1. Loss of activity/Y Program daily privilege
2. Temporary removal from Y Program activities to a safe area
3. Parent/Guardian phone call/conversation at pickup
4. Referral for Individual Success Plan (ISP)
5. Any combination of consequences above

**LEVEL 2 OFFENSES** are behaviors that seriously disrupt The Y Program space. A Level 2 offense may warrants a short-term (1–2 day) or longer suspension, or expulsion, from the program depending on the severity of the incident. Responses may also include behavior interventions, Individual Success Plan (ISP), Crisis Prevention Institute (CPI) certified safety hold, or other actions considered by the Y to be appropriate in the circumstances.

1. Disrespect/Use of Profanity: Use of negative language/profanity that disrupts others in The Y program space. This behavior includes written, oral, electronic, and any remark or expression, including obscene gestures, which is offensive in violation of program standards.

2. Defiance of Authority/Gross Disrespect: The refusal to comply with a reasonable request or directive from Y personnel that disrupts the orderly process of Y program delivery or any act of gross disrespect, directed at Y personnel.

3. Bullying: Any intentional gesture or any intentional written, verbal, electronic (e.g. social media), or physical act or threat that is sufficiently severe, persistent or pervasive that it creates an intimidating, threatening, or abusive educational environment for a child or associate that a reasonable person, under the circumstances, knows or should know will have the effect of:
   a. Harming a peer or associate, whether physically or mentally;
   b. Damaging a peer or Y associate’s property;
   c. Placing a child or Y associate in reasonable fear of harm to the child or associate; or
   d. Placing a child or associate in reasonable fear of damage to the child’s or associate’s property

4. Destruction of Property/Theft: The knowing and willful destruction and/or stealing of property. This includes, but is not limited to associate property, other program participant property, buildings and grounds, board games, toys, gym equipment, and other non-reusable supplies.

5. Fighting: Mutual combat between two children.

6. Harassment: Harassment is a type of discriminatory conduct directed at an individual on the basis of race, color, sex, religion, age, national origin, disability, sexual orientation, veteran status or other considerations made unlawful by applicable law. Harassment covers a wide range of behaviors of an offensive nature that are sufficiently severe or persistent to interfere with or limit the ability of a child to participate in or benefit from the services, activities, or Y programs or that otherwise create a hostile environment. Harassment can include physical contact and verbal or written communications.

7. Inciting to Fight: The intentional promotion by a child to engage another child in a physical conflict, continuous harassment, disruption, or to engage and/or promote other children to engage in a physical conflict or disruption for any purpose or behavior which interferes with the learning of others in a classroom or other learning environment.

8. Intimidation/Threatening of YMCA Associate or Peers: Physical, verbal, written, or electronic action which immediately creates fear of harm, without displaying a weapon and without subjecting the person to actual physical attack, or the doing of any act which creates a well-founded fear within the child or associate.

9. Leaving Program Space without Permission: The leaving of the program space during the designated Y programming. This includes intentionally leaving supervised areas during field trips or other off-site experiences.

10. Sexual Misconduct: Actual or simulated conduct including, but not limited to, fondling, touching, indecent exposure, or the engagement in any sexual act in the program space, during program functions, or at YMCA sponsored activities.

11. Illegal Activities: Behaviors that are considered to be in violation of the law.

12. Possession of Weapon(s): The possession of a weapon, items resembling a weapon, or explosive devices.
Level 2 Consequences:
The Site Supervisor may choose ANY of the listed options for Level 2 consequences EXCEPT suspension and removal from the program. Suspensions must be recommended to the Multi-Site Coordinator or Sr. District Program Director for approval. In cases where expulsion from Y programming is recommended, the Sr. District Program Director will consult with the Sr. Vice President of Youth Development Services to make a final determination. Other consequences include:

1. Loss of activity/Y Program daily privilege
2. Temporary removal from Y Program activities
3. Parent phone call/conversation at pick up
4. Development of Individual Success Plan (ISP)
5. Short-term suspension from the program (1-2 days)
6. Possibility of expulsion from Y program
7. Any combination of consequences above

NOTE: The Y has tried to be thorough in identifying inappropriate behavior. However, it is not possible to list everything that might occur, and therefore, the Y reserves the right to address issues of comparable severity even if not specifically identified in this document.

If you have any questions, please contact Youth Development Services at 913.345.9622.