

YMCA Conference on National Affairs Adult Agreement

In consideration for being permitted to utilize the facilities, services and programs of The Young Men's Christian Association of Montgomery, Inc. ("YMCA"), I, on behalf of myself and my heirs, personal representatives, assigns and next-of-kin, do hereby agree to the following:

1. I understand that the activities that I will be engaging in while I am in or upon the premises of the YMCA, using any of its facilities, services or equipment, or participating in any YMCA program or activity are inherently risky and potentially hazardous and I hereby accept full responsibility for, and risk of, any injury to myself or loss or damage to my property that may occur as a result thereof.
2. I hereby release, waive and covenant not to sue the YMCA, its successors and assigns, and its directors, officers, employees, and agents (collectively, the "Releasees") from all claims, demands, damages, losses and causes of action arising or resulting from any injury to myself or loss or damage to my property that may occur while I am in or upon the premises of the YMCA or using any of its facilities, services or equipment, or participating in any YMCA program or activity.
3. I hereby indemnify and hold harmless the Releasees from all loss, liability, damage, or cost they may incur due to my presence in or upon the premises of the YMCA or use of its facilities, services or equipment, or participation in any YMCA program or activity. In the event of injury, I hereby authorize the Releasees to provide or cause to provide such medical care and treatment to me as may be necessary and appropriate. I understand that I am solely responsible for all costs incurred for such medical care or treatment.

I further understand that if I fail to abide by the rules and regulations of the YMCA, I am subject to removal from the premises of the YMCA and/or removal from participation in YMCA programs and activities without a refund of dues, fees or other amounts paid to the YMCA. I hereby give my permission to the YMCA to use indefinitely, without limitation or obligation, photographs, film footage, or tape recordings which may include my image or voice for the purpose of promoting or interpreting YMCA programs and activities.

I HAVE READ AND VOLUNTARILY SIGN THIS AGREEMENT AND AGREE, INDIVIDUALLY AND ON BEHALF OF SAID CHILD OR WARD, TO BE BOUND BY ITS TERMS.

All adult participants agree to the following terms:

1. I will attend all sessions.
2. I will be actively engaged in the area I am assigned.
3. I will ensure that the students under my care adhere to Conference Rules and attend all functions.
5. I will attend as part of a delegation and will be wholly accountable to that YMCA.
6. My actions and words will reflect positively on myself, my YMCA, and the Conference on National Affairs both on the mountain, at home, and electronically.

I understand that if I do not agree with these terms, or I exhibit behavior that is contrary to these terms or contrary to the spirit of the YMCA I will not be allowed to attend the conference

YMCA of Greater Montgomery Volunteer Social Media Policy

The YMCA of Greater Montgomery recognizes the importance of the Internet in shaping public thinking about our organization and our current and potential services. We also recognize the importance of our volunteers joining in and helping shape industry conversation and direction through interaction in social media. It is the responsibility of every YMCA of Greater Montgomery volunteer to deliver on the Y's promise and mission and to project and further the mission.

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Adult Agreement

We understand that the internet and social media platforms are constantly changing, but there are certain principles that remain constant. While it is your right to use social media (Twitter, Facebook, Snapchat, Instagram etc.), everything you post, and share can be viewed by others and may be a reflection of the YMCA of Greater Montgomery. To ensure that the YMCA of Greater Montgomery remains an emotionally safe and supportive environment for all staff, members, volunteers and participants—and specifically to create an environment where sexual abuse and bullying are not tolerated—the following policies are in place. Failure to comply with the policies listed below may result in termination of volunteer service and/or legal recourse.

Electronic Communication Code of Conduct

Volunteers of the YMCA of Greater Montgomery are prohibited from using personal profiles on social networking sites, personal email and other means of internet communication to contact YMCA members in **outside of official sanctioned YMCA internet communications** who are under the age of eighteen (18).

Appropriate Communication

Examples of appropriate communication include (but are not limited to):

- Sending and replying to text messages from youth ONLY when copying an adult leader or the youth's parent
- Communicating through "group pages" on Facebook or other designated public forums
- "Private" profiles for volunteers and staff which youth cannot access

Inappropriate Communication

Examples of inappropriate communication include (but are not limited to):

- Private messaging between volunteers and youth
- Photos/content that could be considered violent or threatening.
- References to/photos of illegal use of alcohol, illegal drugs/illicit substances.
- Photos/content that is sexually suggestive or revealing or could be considered objectionable.
- Photos/content that may be considered insulting, offensive, defamatory to individuals/organizations.
- Participant/staff/guests' confidential or private information.
- Comments or communications that could be considered to be bullying or demeaning of any individual or group.
- Any other content that is inconsistent with the YMCA of Greater Montgomery volunteer code of conduct, or mission.

Everything is Public

Volunteers should keep in mind that whatever is published on their social media sites is public, regardless of privacy settings. The opportunity for followers to take screenshots makes even private accounts—or deleted posts—susceptible to being shared publicly. Parents and members will often search online for profiles, so be mindful of how your online presence may be perceived.

Volunteers Represent Us

Content included on a volunteer's social media profile may be a reflection of the YMCA of Greater Montgomery and should align with the organization's policies and expectations, regardless of whether or not the volunteer identifies themselves as such on their profile. Volunteers are expected to be responsible for editing and managing their social media profiles to ensure that they do not contain inappropriate content. This includes posts made prior to volunteer service.

Factual Content

Information can spread quickly online and can easily be misinterpreted or taken out of context. Any posts that reference the YMCA of Greater Montgomery or include a link to the organization's website, should reflect the organization in a positive light and include only accurate, public information. Obtain prior written approval before citing/referencing staff, volunteers, participants, partners or suppliers. Do not use social media to expose the organization's internal policies, programs, strategies, financials,

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products, etc. Volunteers must specify, when necessary, that any content they post is their own view/belief, and not the stance of the YMCA of Greater Montgomery

PREVENTING CHILD SEXUAL ABUSE

Public Communication Only

Predators will often use social media to gain access to or groom children prior to abuse. That's why connecting with children individually on any of your social media platforms is strictly prohibited. This prohibition includes private messaging, the sharing of social media accounts, the exchange of cell phone numbers, e-mail addresses, as well as physical mailing addresses. "Good intentions" and "harmless gestures" do not excuse private communication with underage children, as such actions can be misinterpreted.

Report Communication/Connections/Contact

If you already have an outside connection with a child within the organization, or a child tries to initiate an outside connection, report this to appropriate YMCA staff immediately and discuss appropriate next steps, (e.g. block the request, parent communication, or privatizing account settings).

Photo Use

Taking unauthorized photographs/videos of members or participants, guests, volunteers, or children is prohibited, regardless of whether or not volunteers choose to share those photos/videos to personal social media platforms. If pictures are needed for the YMCA of Greater Montgomery's website, flyers, social media etc., they are to be taken by designated/approved staff or volunteer only and must be accompanied by a signed photo release form to be kept on file.

If I have any further questions or need clarification on anything in this policy I will review with appropriate YMCA staff before posting any content that I am unsure about. I have read and understand the above guidelines and I agree to their terms.