



Updated 2026-02-03

YMCA of Fredericton Code of Conduct Statement

The YMCA of Fredericton is committed to fostering an inclusive environment where all members, guests, staff and volunteers feel welcome, respected, and safe. We celebrate the diversity of our community and strive to ensure that all individuals regardless of age, gender, race, ethnicity, ability, sexual orientation, religion, or socio-economic background, have equitable access to our programs, services, and spaces.

We believe inclusion is a shared responsibility. All YMCA members, guests, staff, and volunteers are expected to treat one another with respect and dignity. Together, through kindness, understanding, and mutual respect, we can create a YMCA that truly belongs to everyone.

Prohibited Behavior and Membership Revocation Policy

The YMCA of Fredericton is committed to creating a safe, welcoming, and inclusive environment for all. The following behaviors are strictly prohibited on YMCA property and leased locations, within the facility, or at any YMCA event:

- Physical assault/contact, spitting, threats, or intimidation
- Bullying, demeaning, and belittling of any kind
- Criminal or disruptive behavior
- Sexual, ethno-cultural, and/or racial abuse, slurs, or harassment
- Disrespectful, profane, or offensive language or actions
- Disrespectful tone and/or volume
- Misuse or abuse of YMCA facilities, property, or equipment
- Fraud, including misuse of membership cards or facilities
- Unauthorized use, possession, or sale of alcohol or drugs
- Any conduct, whether at or away from YMCA premises, that may be prejudicial to the YMCA's values, goals, or public reputation.

Since the YMCA serves individuals of all ages and abilities, each situation will be addressed on a case-by-case basis. The YMCA reserves the right to revoke or

suspend membership and/or access privileges at its sole discretion for failure to comply with this Code of Conduct Statement or for any inappropriate behavior that does not align with our values or for any breach of YMCA rules, policies, or procedures. YMCA of Fredericton Policies: https://fredericton.ymca.ca/wp-content/uploads/2025/05/YMCA-policies_May.pdf . Membership suspension could be up to, and beyond, a one-year period. The YMCA of Fredericton encourages all individuals and groups to raise any concerns or complaints they may have regarding inappropriate conduct. We commit to addressing these complaints promptly and respectfully.

Membership Terms and Conditions apply to all active and terminated memberships: <https://fredericton.ymca.ca/wp-content/uploads/2026/01/Y-Memberships-Terms-and-Conditions.pdf>

Suspected criminal activity will be reported to the authorities.

Attire and Safety

We are committed to helping you reach your goals in a safe, respectful, and enjoyable environment. We encourage all members and guests to support one another in making every space welcoming and comfortable. For your safety and the safety of others, the following attire guidelines apply:

- Proper attire must be worn in all program areas. Only clean, dry, non-marking, fully closed indoor footwear is allowed.
- Gym attire must be worn in exercise areas, and swimwear must be worn in aquatic spaces. Examples of acceptable gym attire include shirts, tank tops, sports bras, shorts, and leggings. For aquatic spaces, one- or two-piece bathing suits are required.
- Clothing and personal items must not display discriminatory or profane messages.
- Only clean indoor footwear is permitted on the pool deck.
- The YMCA of Fredericton is a scent-reduced facility.

We strongly recommend that all members and guests secure their belongings in a locker with a lock, as the YMCA is not responsible for lost or stolen items. Please ensure that bicycles and other similar outdoor equipment, such as skateboards, scooters are properly secured in designated bike racks using locks to prevent theft or damage. The YMCA is not responsible for lost or stolen bikes and equipment.

Proper supervision of children and youth while in the YMCA is essential for safety and security. All youth ages 11 and under must be in a supervised program or with a parent or guardian (at least 16 years old) at all times. The YMCA reserves the

right to determine if additional parental supervision is required. Parents and guardians must remain in the building at all times when children are in Y programs.

Universal Locker Rooms Policy

Our universal locker rooms are designed to provide a safe and inclusive space for all members. To maintain the privacy and comfort of everyone, especially children, we ask that members adhere to the following guidelines:

- Children and adults must avoid full nudity in open areas of the universal locker rooms. Please use private changing stalls.

Avoiding full nudity in universal locker rooms is essential to creating a respectful, inclusive, and comfortable environment for everyone. These shared spaces are used by individuals of all ages, genders, and backgrounds, including families and children. Ensuring privacy and modesty not only supports diverse comfort levels but also plays a crucial role in safeguarding children, protecting them from exposure to nudity and potential discomfort. By promoting appropriate behavior, the YMCA fosters a positive and secure experience while preventing misunderstandings and upholding its commitment to safety, respect, and inclusivity for all members.

- Parents and guardians are responsible for supervising their children while in the locker rooms to ensure they are following appropriate behavior.
- Please use family stalls or private spaces if assisting children in changing.

Support Persons

We are committed to welcoming people with disabilities who need help from a support person to access programs and services. Day pass fees are waived for the support person. To help adhere to our Child Safeguarding Policy we do ask that any non-members, including support persons, sign in at our Welcome Desk by presenting government issued I.D. The expectation is that the support person remains with the person with a disability at all times, solely to help and support them during Y programs and services.

Pet Policy

To ensure a clean, safe, and welcoming environment for all, pets and animals are not allowed inside the YMCA facility or on YMCA property, with the following exceptions:

- Service animals are permitted and must be properly identified. Owners of service animals are responsible for the care and control of their animals at all times.
- Emotional support animals may be considered on a case-by-case basis and require prior approval from YMCA Management.

Members and guests are expected to respect this policy to help us maintain a healthy and welcoming space for everyone. This is important for maintaining hygiene, reducing allergens, and ensuring the safety of all individuals in the facility. We appreciate your cooperation in fostering a positive environment for all.

Photography, Videos, and Recordings

We ask that you respect the privacy of others when taking photos, videos, or recordings. Please ensure that you do not capture non-consenting individuals, especially in fitness areas, aquatic spaces, or youth programs. The following rules apply:

- If the individual being photographed or recorded is under 18 years of age, permission must be obtained from their parent or guardian.
- Phone usage including video call, audio calls, texting, photography and recordings are strictly prohibited in locker rooms and washroom areas and may result in immediate termination of membership.
- Please report any suspicious use of cameras, cell phones, or recording devices to YMCA staff immediately.

The YMCA of Fredericton reserves the right to amend and update its Code of Conduct and its Policies at any time. Any changes will appear on this page.