



YMCA of The Sandhills LIT/CIT Code of Conduct

1. To protect the YMCA of The Sandhills Summer Camp Leaders-In-Training (LIT), Counselors-In-Training (CIT), YMCA staff, volunteers, and program participants, at no time during YMCA programs may an LIT/CIT be alone with children or staff where others cannot observe them. Always stand so other staff can see your face.
2. LITs and CITs should be active and engaged with the children.
3. LITs and CITs are not permitted to assist with restroom supervision alone.
4. LITs and CITs should not abuse children, to include:
 - a. Physical Abuse: strike, spank, shake, etc.
 - b. Verbal Abuse: shout/yell at, humiliate, degrade, threaten, etc.
 - c. Sexual Abuse: inappropriate touch or verbal exchange, etc.
 - d. Mental Abuse: shaming, withholding food, water, basic care, etc.
5. LITs and CITs must use positive techniques of guidance, including redirection, positive reinforcement and encouragement, rather than competition, comparison or criticism. LITs and CITs are not permitted to administer corrective action or discipline a child. LITs and CITs should report any concerns to their Group Counselor, Program Supervisor or Director.
6. LITs and CITs will respond to children with respect and consideration. They will treat all children equally regardless of sex, race, religion or culture. LITs and CITs will respect children's rights to not be touched in ways that make them feel uncomfortable and their right to say no. Children are not to be touched in areas of their bodies that would be covered by a bathing suit.
7. LITs and CITs will not use any obscenities or profanity while in the program.
8. LITs and CITs will portray a positive role model for youth by maintaining an attitude of respect, loyalty, patience, courtesy, tact and maturity.
9. LITs and CITs may not communicate or be alone with children or staff from a YMCA program outside of the YMCA. This includes babysitting, sleepovers, communicating on social media, following children or allowing children to follow you on social media, following staff or allowing staff to follow you on social media, phone calls/text



messaging and inviting children or staff to your home. LITs and CITs may not have a relationship, or date other program participants or YMCA staff.

10. Personal appearance must be kept neat and maintained while serving as a member of our LIT and CIT Program. Clothing should be conservative in nature. For swimming, females should only wear one-piece bathing suits and males should wear swim trunks, no Speedo-style swimwear. LITs and CITs may NOT wear sandals, flip-flops or Croc style shoes while working.
11. Music that has unwholesome language or lyrics is not permitted. No headphones or earbuds may be worn while working, whether in one ear or both.
12. Cell phones may not be out or used while working, unless special permission has been granted by the Program Supervisor or Director.
13. LITs and CITs are required to follow our Radio Protocol. Conversations on the radio should be appropriate for the environment and be related to YMCA business.
14. No partaking of illegal drugs at any time while participating in a program. Tobacco products, vapes and e-cigarettes are not permitted on YMCA property.
15. All LITs and CITs are required to adhere to the policies and procedures outlined in the policies and procedures.
16. In your role as an LIT and CIT, you report directly to the Camp Director, Camp Coordinator, Teen Program Lead or Youth Development Director.

By signing below, you affirm that you have read and reviewed the YMCA of The Sandhills LIT/CIT Code of Conduct and agree to abide by the policies always outlined in this Code of Conduct as a condition of your involvement in the program. Violation may result in disciplinary action, up to and including immediate dismissal from the program.

LIT/CIT Signature: _____ Date: _____

Parent/Guardian Signature: _____ Date: _____

Director Signature: _____ Date: _____