



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

January 2017

Dear YMCA Volunteer Applicant:

Thank you for your interest in serving your community through our YMCA. Volunteers are essential to our successful fulfillment of the YMCA's mission to put Judeo-Christian principals into practice through programs that develop healthy spirit, mind, and body for all. More than 2,500 volunteers are involved in various leadership and program roles with the YMCA of Greater San Antonio.

Every staff member of the YMCA of Greater San Antonio is committed to involving volunteers in various ways. We embrace an inclusive strategy of involving volunteers who reflect the wonderful diversity of our community. We regard your time as a valuable contribution to the fulfillment of our program goals and objectives.

Volunteer recruitment is guided by our commitment to and compelling vision of nurturing the safety and well-being of children, youth and adults with a wide range of abilities in a wide range of program services. We depend on many volunteers to assist us in these efforts.

Because the safety and well-being of children is so critical, our number one job is to protect the children and youth who participate in YMCA program services. In today's world, it is essential that children are coached and mentored by role models who will provide an environment that is safe, with positive growth and learning opportunities, and enjoyable for all.

The State Legislature recently made certain changes in the law as it relates to volunteer organization such as the YMCA. As a result of these changes, and as a part of the YMCA's effort to provide a safe environment for children, all volunteers are required to complete and sign the enclosed Volunteer Application and Agreement with the YMCA of Greater San Antonio, along with the enclosed consent form authorizing a criminal background check.

Help us in our efforts to protect children and youth involved in YMCA programs and, in doing so, provide protection for our volunteers, as well. Whether you are returning from previous leadership roles or joining our leadership team for the first time, on behalf of our Board of Directors, we thank you for giving your valuable time and ensuring the safety of our children and youth.

Sincerely,

Sandy Morander
President/CEO



Volunteer Application and Agreement

Please print clearly- Incomplete or inaccurate information may delay the YMCA volunteer selection process.

PERSONAL DATA

Today's Date: _____

The YMCA of Greater San Antonio follows EEOC guidelines and selects volunteers without regard to race, color, religion, national origin, gender, marital status, disability, age, or veteran status of applicants. Applications will be reviewed carefully; however, its receipt does not imply the applicant's acceptance as a volunteer.

Full Legal Name: _____
Last First Middle Suffix

Previous Names Used: _____

Date of Birth: ____/____/____ Social Security #: ____-____-____

Home # _____ Work #: _____ Cell#: _____

Driver's License #: _____ State: _____ Classification: A B C M Exp Date: _____

E-Mail Address: _____

Residence Address: _____

City: _____ State: _____ Zip: _____

How long have you been at this address? _____

List last two previous residential addresses, if any:

Address _____ City: _____ State: _____ Zip: _____

Dates: _____

Address _____ City: _____ State: _____ Zip: _____

Dates: _____

Emergency Contact Name: _____

Relationship: _____ Phone #: _____

STUDENT VOLUNTEERS

Will volunteering for the YMCA fulfill a school requirement or will you receive school credit for your service?
Yes _____ No _____

If YES, Name of School: _____ Number of Hours Needed: _____

Deadline to Complete Hours: _____

EMPLOYMENT HISTORY

Current job title: (be specific) _____

Place of employment: _____ Dates of employment: _____

Address: _____ City: _____ State: _____ Zip: _____

Volunteer Position Applying For:

Branch Name:

Date:

DECLARATION

Have you ever been convicted of a criminal offense? **(Including deferred adjudications, misdemeanors, felonies, DUI/DWIs, and that may show up on your record)** Yes No

If yes: Date(s) of conviction(s): _____

Specific charges(s): _____

Identify court and jurisdiction in which charge(s) was filed: _____

Nature and date of disposition of any arrest(s) or conviction(s): _____

Punishment(s) imposed: _____

Are you currently on probation? Yes No

If so, what are the terms of that probation? _____

GENERAL INFORMATION

Are you currently a member of the YMCA? Yes No

Do you have any children participating in any YMCA programs? Yes No

Have you previously volunteered for or been employed by any YMCA? Yes No

If yes, please list all YMCA's and dates:

YMCA	City, State	Dates Worked AND/OR Dates Volunteered
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_____	_____	_____
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What do you hope to gain from volunteering? _____

Please list all other organizations you have volunteered for. You may use an additional sheet if necessary: _____

Have you ever been refused, discharged, or asked to terminate service as a volunteer or removed as a volunteer with any other organization? Yes No **If yes**, on an additional sheet of paper, please list all such organizations and explain the circumstances as to each refusal or removal.

VOLUNTEER CODE OF ETHICS AND RULES

1. In keeping with the promotion of healthy life-styles, smoking or the use of tobacco products while in service to the YMCA is prohibited.
2. Using, possessing, or being under the influence of alcohol or illegal drugs is prohibited and will not be tolerated.
3. Volunteers must not abuse children including:
 - A. Physical Abuse – strike, spank, shake, slap
 - B. Verbal Abuse – humiliate, degrade, threaten
 - C. Sexual Abuse – including inappropriate touching and exposure
 - D. Mental Abuse
4. Volunteers are required to treat all children with equal respect and consideration regardless of their race, color, religion, national origin, gender or economic background.
5. Volunteers are required to use positive techniques of guidance, including positive reinforcement and encouragement rather than competition, comparison or criticism.
6. Volunteers should not use frightening or humiliating discipline techniques.
7. Volunteers should not use profanity anywhere on a YMCA facility, at a YMCA function or in front of children, families, visitors or other volunteers.
8. Volunteers should not engage in any intimate displays of affection toward others in the presence of children, families, visitors or other volunteers.
9. Monetary and expensive gifts to volunteers are prohibited and should be refused.
10. Volunteers should be free of physical and psychological conditions that might adversely affect the childrens' health including fever or contagious conditions.
11. Volunteers should be a positive role model for youth by maintaining an attitude of respect, loyalty, patience,

integrity, courtesy, tact and maturity.

- 12. Volunteers should do everything in their power to avoid being put in a situation where they are alone with a YMCA child other than their own.
- 13. Any suspected abuse or neglect of a child shall be immediately reported to the Executive Director of the Branch. If the Executive Director is not available, the staff member in charge of the Branch should be notified immediately.

I have read and agree to comply with the Volunteer Code of Ethics and Rules. I fully understand that if I am in violation of the Volunteer Code of Ethics and Rules, I am subject to immediate removal as a volunteer at the sole discretion of the YMCA. I hereby affirm that the answers provided on the Volunteer Application and Agreement are true and correct and that I have not knowingly withheld or omitted any fact or circumstance that would, if disclosed, affect my application unfavorably. I understand that any false information submitted in this application may result in my removal as a volunteer.

I certify that the foregoing statements are true and correct to the best of my knowledge and belief and hereby grant the YMCA permission to verify such information. I understand that any misstatement, false statement, omission or incomplete response on this application may be considered as sufficient reason for rejection of my application or for dismissal if discovered after I begin volunteering. I authorize any of the persons or organizations referenced in this application to give the YMCA any and all information concerning my previous employment, volunteer work, and criminal background check. I release all such parties from all liability from any damages or claims that may result for furnishing such information to the YMCA.

I understand that as a volunteer for the YMCA, I will be subject to a background check, including criminal records check, which may reveal arrests as well as conviction records. This information will be used to determine eligibility for a volunteer position and/or grounds for removal as a volunteer. The decision to approve and/or remove volunteers, based on background check results, is made at the sole discretion of the YMCA. I hereby give my permission for the YMCA to obtain information relating to my criminal history records.

I also understand that as long as I remain a volunteer, the YMCA may repeat this criminal history records check at any time, and I authorize the YMCA to repeat this criminal history check at their sole discretion.

Signature: _____ Date: _____

VOLUNTEER ACKNOWLEDGEMENT

- I understand and agree to immediately report incidents or injuries of myself and participants to the YMCA Branch Supervisor.
- In the event I am made aware of, or suspect child abuse, I will immediately notify the Executive Director of my YMCA Branch. If the Executive Director is not available, I will immediately notify the staff member in charge of the Branch.
- I understand that if I use my automobile, I will not be reimbursed by the YMCA and that the YMCA does not provide automobile insurance. My personal insurance is my only coverage. I also understand that I am not authorized by the YMCA to transport children on behalf of the YMCA, other than my own, to and from YMCA events.
- I understand the policy of the YMCA is to refer all inquiries from the media or press to the Executive Director of my YMCA Branch, and that I am not authorized to speak with the media or the press on behalf of the YMCA.
- I understand the policy of the YMCA is to cooperate with the authorities in the investigation of suspected child abuse and molestation situations. I agree to cooperate with the investigations as requested.
- I understand and agree that my participation is completely voluntary and I accept full responsibility and assume all of the risks and hazards associated with my participation. In consideration for the YMCA of Greater San Antonio allowing me to participate, I hereby agree to unconditionally release and agree to hold harmless, the YMCA of Greater San Antonio from any and all damages to or loss of property, including attorney's fees, resulting from or relating to participation as a volunteer whether or not caused by the negligence or gross negligence of any one or more of the released parties. I hereby further conditionally covenant and agree that I will not make any claim or institute any suit or action at law or in equity against any of the Released Parties that is based upon any injury, illness, accident, incident, occurrence or damages to or loss of property arising out of, incidental to or in any way resulting from my participation.

I acknowledge that I have read this Volunteer Application and Agreement and accept the terms and conditions.

Volunteer Signature: _____ Date: _____

YMCA Staff Person: _____ Date: _____

If you are applying to be a Youth Sports Coach, please complete this section:

VOLUNTEER YOUTH SPORTS COACH

If volunteering to be a coach:

A. What sport(s) are you interested in coaching: _____
What sport(s) have you coached/played, and for which organizations: _____

B. Do you have an age/grade level preference? _____

C. In what areas of coaching do you feel you need training?

- | | |
|--|---|
| <input type="checkbox"/> Rules | <input type="checkbox"/> Communication with Parents/Players |
| <input type="checkbox"/> Strategy | <input type="checkbox"/> Player/Parent Pledge |
| <input type="checkbox"/> Safety | <input type="checkbox"/> Developing Sportsmanship |
| <input type="checkbox"/> Injury Prevention/Treatment | <input type="checkbox"/> Warm Up & Physical Conditioning |
| <input type="checkbox"/> Organizing a Practice | <input type="checkbox"/> Motivating Youngsters |
| <input type="checkbox"/> YMCA Philosophy | <input type="checkbox"/> YMCA Rules & Regulations |

Previous coaching education? Courses Clinics Books Videos Other

Explain: _____

NATIONAL YOUTH SPORTS COACHES ASSOCIATION (NYSCA) COACHES CODE OF ETHICS

I hereby pledge to live up to my certification as a NYSCA Coach by following the NYSCA Coaches' Code of Ethics.

I will place the emotional and physical well-being of my players ahead of personal desire to win.

I will treat each player as an individual, remembering the large range of emotional and physical development for the same age group.

I will do my best to provide a safe playing situation for my players.

I will promise to review and practice the basic first aid principles needed to treat injuries of my players.

I will do my best to organize practices that are fun and challenging for all my players.

I will lead by example in demonstrating fair play and sportsmanship to all my players.

I will be knowledgeable in the rules of each sport that I coach and I will teach these rules to my players.

I will use those coaching techniques appropriate for each of the skills I teach.

I will remember that I am a Youth Sports Coach, and that the game is for children and not adults.

I have read the NYSCA Coaches' Code of Ethics and fully agree with the conditions of the creed. I fully understand the team I am coaching is not my team, but is a YMCA team. I understand that each element of the NYSCA Coaches' Code of Ethics is important and I will be removed as a coach if I violate any of these policies.

Coach's Signature: _____ Date: _____

Consent For Criminal Background History Check
Authorization/Waiver/Indemnity
EMPLOYEE / VOLUNTEER / INDEPENDENT CONTRACTOR

The YMCA of Greater San Antonio is committed to provide an environment dedicated to its mission and Judeo-Christian values.

Your association with the YMCA as an employee, volunteer or independent contractor is contingent on the results of a background check, including a criminal background history records check and execution of an authorization/waiver/indemnity, along with the other factors consistent with YMCA policies and practices.

I hereby give my permission for the YMCA to obtain information relating to my criminal history (federal and state) through Rapsheets or any other agency with access to law enforcement records. The criminal history record, as received from the reporting agency, may include arrest and conviction data as well as plea bargains and deferred adjudications and delinquent conduct committed as a juvenile. I understand that this information will be used, in part, to determine my eligibility for an employment/volunteer/independent contractor position with the YMCA. I also understand that as long as I remain an employee, volunteer, or independent contractor, the criminal history records check may be repeated at any time. I understand and agree that if I dispute the content of a background check it is my responsibility to clarify the records to the satisfaction of the YMCA. The YMCA may, in its sole discretion, deny my application to be employed or volunteer, or terminate my employment and service as a volunteer solely on what is learned through the background check.

The findings of this investigative action will be held in confidence and the information will be used only to further the purpose of promoting the values and mission of the YMCA, especially those related to the safety of children in its care. Criminal history records are reviewed only by specifically designated YMCA staff.

I, the undersigned, do, for myself, my heirs, executors and administrators, hereby release and forever discharge and agree to indemnify and hold harmless the YMCA of Greater San Antonio and each of their officers, directors, employees, and agents from and against any and all causes of actions, suits, liabilities, costs, debts and sums of money, claims and demands whatsoever, and any and all related attorney's fees, court costs, and other expenses relating from the investigation of my background in connection with my application to become a volunteer or employee.

I have read or had explained to me the information presented above and understand its contents.

Branch Applying With

Print Full Legal Name

Signature

Date

Social Security Number (full number must be provided)

Date of Birth

If Minor:

Parent/Legal Guardian's Name

Signature

Date

For Office Use Only:	
Approved / Rejected by:	Date CBC Run:

Criminal Offenses from the Texas Penal Code

These types of criminal convictions may preclude a person from being in an operation as employee or volunteer (misdemeanor or felony).

Title 4 Inchoate Offenses

Criminal Solicitation of a Minor

Title 5 Offenses Against the Person

Murder

Capital Murder

Voluntary Manslaughter

Involuntary Manslaughter

Criminal Neglect Homicide

False Imprisonment

Kidnapping

Aggravated Kidnapping

Rape

Aggravated Rape

Sexual Abuse

Aggravated Sexual Abuse

Homosexual Conduct

Public Lewdness

Indecent Exposure

Rape of a Child

Sexual Abuse of a Child

Indecency with a Child

Assault

Sexual Assault

Aggravated Sexual Assault

Deadly Assault on a Police Officer

Injury to a Child or Elderly Individual

Reckless Conduct

Terroristic Threat

Aiding Suicide

Tampering with Consumer Products

Making Firearms Accessible to a Child

Title 6 Offenses Against the Family

Bigamy

Incest

Interference with child custody

Enticing a child

Criminal non support

Sale or purchase of a child

Solicitations of a child

Harboring a runaway child

Violation of a court order

Title 7 Offenses Against Property

Robbery

Title 8 Offenses Against Public Administration

Failure to stop or report aggravated sexual assault of a child

Title 9 Offenses Against Public Order and Decency

Stalking

Promotion of Prostitution

Aggravated Promotion of Prostitution

Compelling Prostitution

Obscene Display or Distribution

Obscenity

Sale, Distribution, or Display of harmful material to a minor

Sexual performance by a child

Title 10 Offenses Against Public Health, Safety, and Morals

Making a Firearm Assessable to a Child

Driving while Intoxicated with a Child

Passenger

Intoxication Assault

Intoxication Manslaughter