



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

YMCA OF GREATER SAN ANTONIO

Non-YMCA Training, Coaching, and Instruction Policy

Purpose

The YMCA of Greater San Antonio is committed to providing a safe, welcoming, and high-quality experience for all members and guests. To ensure consistent standards of safety, member care, risk management, and program quality, all personal training, coaching, instruction, and skill development conducted within YMCA facilities must be provided by authorized YMCA employees or individuals specifically approved by the YMCA.

Nothing in this policy is intended to restrict reasonable accommodations for individuals with disabilities or medically necessary services approved by the YMCA in accordance with applicable laws.

Policy

Only YMCA employees or YMCA-authorized instructors, coaches, trainers, or contracted providers acting within the scope of an approved YMCA program may provide instruction, coaching, or training on YMCA property.

Individuals who are not employed by or authorized by the YMCA may not provide personal training, coaching, instruction, or organized practice sessions for YMCA members, guests, or program participants within any YMCA facility or on YMCA property.

This policy applies regardless of whether services are:

- Paid or unpaid
- Formal or informal
- One-time or ongoing
- Conducted privately or in groups

Examples of Prohibited Instruction

An individual may be considered to be providing instruction if they are:

- Leading or directing another person through a workout or exercise routine.
- Designing or prescribing individualized workout, fitness, sports, swim, or wellness programs.
- Providing technique instruction, form correction, or performance coaching.
- Conducting drills, lessons, or practice sessions.
- Using YMCA space or equipment to deliver coaching or instruction to another individual.
- Advertising, soliciting, marketing, or promoting private coaching or training services within the YMCA.
- Using YMCA facilities or equipment to operate a private training, coaching, or instructional business.

This list is not all-inclusive. YMCA leadership reserves the right to determine when an activity constitutes coaching, instruction, or personal training.

Permitted Activities

The YMCA encourages members and families to enjoy health, wellness, and recreation together. The following activities are permitted, provided they do not constitute organized coaching, instruction, or personal training:

- Working out alongside family members, friends, or workout partners.
- Parents or legal guardians exercising with, supervising, or informally assisting their own children during workouts or recreational activities.
- Participating together in YMCA classes, programs, open recreation, or family activities.
- Providing occasional encouragement, motivation, spotting for safety, or general reminders regarding the safe use of equipment.
- Sharing personal fitness experiences or demonstrating an exercise for a family member or friend, provided it does not become structured or ongoing instruction.

Caregivers and Support Persons

The YMCA is committed to creating an inclusive environment for individuals of all abilities. Members who require the assistance of a caregiver, personal attendant, or support person may be accompanied by that individual while using YMCA facilities, subject to YMCA policies.

The role of a caregiver is one of presence, safety, supervision, and support—not instruction or participation as a trainer or coach.

Caregivers may:

- Assist with mobility, transfers, communication, personal care, or other activities of daily living.
- Provide supervision necessary for the member's safety and well-being.
- Offer reminders, encouragement, or assistance that enables the member to safely participate in YMCA programs or facility use.
- Assist members in following exercise or rehabilitation plans prescribed by a licensed healthcare provider, provided the caregiver is not independently providing instruction or coaching.

Caregivers may not provide personal training, fitness instruction, sports coaching, swim instruction, or other coaching services unless specifically authorized by the YMCA under this policy.

These activities must remain informal in nature and may not involve the design or delivery of individualized training programs, technique coaching, performance instruction, or any activity that reasonably appears to be personal training or coaching services.

The YMCA reserves the right to determine when an activity exceeds casual participation or supportive assistance and constitutes unauthorized instruction or coaching.

No member or guest may use YMCA facilities, equipment, or property to operate, advertise, market, or conduct a private business, including personal training, coaching, instruction, or similar services, without prior written authorization from the YMCA.

Approved Exceptions

The YMCA recognizes that some members may require assistance from a licensed healthcare professional as part of a prescribed treatment, rehabilitation, or adaptive participation plan.

At the YMCA's discretion, licensed Physical Therapists (PT), Occupational Therapists (OT), Recreational Therapists (CTRS), Athletic Trainers (ATC), or other appropriately licensed healthcare professionals may be permitted to assist a member on YMCA property when:

- The services are provided solely to support the member's medical, rehabilitative, or adaptive needs.
- The provider has received prior written approval from the YMCA or its designated leadership.
- The provider submits any required documentation, including proof of current professional licensure, professional liability insurance, and any additional documentation requested by the YMCA.
- The provider complies with all YMCA policies, procedures, facility rules, and risk management requirements.
- The services do not interfere with YMCA operations, members, programs, or staff responsibilities.

This exception is intended only to accommodate medically necessary or adaptive services. It does not authorize the provision of private personal training, fitness coaching, athletic coaching, swim instruction, or other commercial instructional services within the YMCA.

The YMCA reserves the right to approve, deny, limit, or revoke permission for any outside healthcare provider at its sole discretion.

Enforcement

Individuals found to be providing unauthorized training, coaching, or instructing may be asked to stop the activity immediately.

Failure to comply with this policy may result in one or more of the following:

- Verbal education or warning
- Written warning
- Removal from the facility for the day
- Suspension of YMCA membership or guest privileges
- Termination of YMCA membership or guest privileges

The YMCA reserves the right to determine whether an individual's activities violate this policy and to take appropriate action based on the circumstances.

Questions

Members interested in personal training, sports instruction, swim lessons, or other coaching services are encouraged to speak with YMCA staff to learn more about YMCA-certified programs and services.

Thank you for helping us maintain a safe, welcoming, inclusive, and professional environment for all members, guests, staff, volunteers, and families.