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**Anti-Hate Agreement**

*(TO BE COMPLETED BY PARENT OR GUARDIAN)*

The Boys & Girls Club of Manhattan provides a physically and emotionally safe environment for our members, their families, volunteers, and our staff. We have a zero-tolerance policy toward the usage of hate speech or hate crimes of any kind, regardless of intent.

Our zero-tolerance policy includes racial slurs, insulting language, and abusive or threatening speech, action, or writing.

A hate crime is the harassment of an individual’s actual or identified race, religion, national origin, ethnic identification, gender, sexual orientation, or disability status.

Circumstances of such behavior will be handled according to our internal policies which includes:

• Reporting

• Education

• Discipline

• And, when necessary, removal from our program

Upon signing this, you agree to follow the anti-hate policy and educate your children/family and enrolled members. Upon signing this, you agree to the process that follows if such behavior occurs. The Site Leadership will notify the Director of Operations and the CEO.

Member Name (Printed): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Member Signature (Printed): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Member Parent or Guardian (Printed): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Member Parent or Guardian (Signature): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**Parent Code of Conduct**

*(TO BE COMPLETED BY PARENT OR GUARDIAN)*

The Boys & Girls Club of Manhattan is committed to serving an inclusive population of youth in our communities by employing a diverse staff, maintaining on-going training and education, and exploring various points of view. BGCMHK’s commitment to celebrating diversity, promoting equity and increasing cultural aptitude is an active process that requires continuous education and awareness in all aspects of our organization. We are dedicated to this process in order to enhance the program experience for our members, parents, families, and staff as well as the community at large.

I hereby pledge to provide positive support, care and encouragement for my child or children participating in the Boys & Girls Club of Manhattan by following this Parent Code of Conduct. As such, parents/guardians are expected to:

* Understand and follow the policies and procedures of the Club. BGCMHK invites dialogue and questions about Club expectations at any point in time.
* Be positive role models by showing respect and courtesy to other members and staff.
* Maintain the expectation that their child treats other members, volunteers, and staff with respect regardless of race, creed, color, sex, or ability.
* Refrain from ridiculing or yelling at any youth, other adults, or staff while at Club.
* Respect staff by addressing concerns privately at an agreed upon time and place.
* Respond as quickly as possible when members need to be picked up.
* Provide the same level of respect one deserves and would expect from others to all children and staff while in the Club setting.
* Engage in Club and youth activities to strengthen the foundation of support for your child.
* Embrace and support the Club’s commitment to Diversity, Equity, Inclusion and Belonging by adhering to the Anti-Hate policy.

Parents/Guardians are expected to communicate with members, volunteers, and staff in a positive manner. All communication concerns and interactions should pertain to the parent/guardian’s child and no other member(s). All BGCMHK staff members will be held to these same standards.

Any parent/guardian or anyone authorized to pick up your child(ren) who engages in disorderly or improper conduct of any kind, such as use of speech/language that is offensive/inappropriate, or physical/verbal abuse or threat to any staff/volunteer/member, will be subject to removal and possible exclusion from the facility. At times a parent/guardian or their designee may be asked to attend a meeting with Club staff prior to returning to Club activities. In extreme cases, due to a parent/guardian’s violation of this agreement, a family’s Club membership may be terminated at the discretion of Club and/or Site Leadership.

Member(s) Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Parent/Guardian Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date: \_\_\_\_\_\_\_\_\_