

Volunteer Information

Thank you for your interest in volunteering your time to support the YMCA of Bristol! Volunteers play a vital role in the organization.

All volunteer interest forms are reviewed with consideration of current volunteer opportunities. The information you provide will be kept confidential and help us match you to the most appropriate and rewarding volunteer opportunity.

Volunteer's Name

FIRST

MIDDLE

LAST

Are you volunteering through a company or organization? If so, write it in below. Otherwise, write "Community Volunteer".

Were you referred by a YMCA staff member? If so, please share who referred you.

Best Phone Number to Reach You:

NUMBER

Your Email Address:

Mailing Address

ADDRESS LINE1

ADDRESS LINE2

CITY

STATE

COUNTY

ZIP CODE

Your Date of Birth:

XX/XX/XXXX

Volunteer Interest and Availability

Answer the following questions to let us know your interest and availability. We will do our best to find a matching volunteer opportunity.

What program(s) are you interested in volunteering with? (Select all that apply)

- Membership
- Wellness
- Sports
- Teen Programs
- Aquatics
- Youth Development
- Maintenance
- Special Events
- Policy Volunteers

Which length of volunteer commitment are you interested in?

- One Time Opportunity
- Ongoing Opportunity

Which day(s) are you available? (Check all that apply)

- Monday
- Tuesday
- Wednesday
- Thursday
- Friday
- Saturday
- Sunday

Which time(s) of day are you available? (Check all that apply)

- Morning (8:00 am - 12:00 pm)
- Afternoon (12:00 - 3:00 pm)
- Evening (3:00 - 6:00 pm)

Demographic Information

The following demographic questions help the YMCA of Bristol to report a complete and robust volunteer profile to the YMCA of the USA and funders. Please note that these questions are not mandatory and there is the option to select "Choose Not to Disclose".

Your Gender:

- Female
- Male
- Other

Your Race:

- African American/Black/Moreno(a)
- American Indian/Alaska Native
- Asian
- Caucasian/White/Blanco(a)
- Multi-Racial
- Native Hawaiian/Pacific Islander
- Choose not to disclose

Are you Hispanic or Latino?

- Yes
- No
- Choose not to disclose

Are you currently a member at the YMCA of Bristol?

- Yes
- No

Have you previously volunteered with a YMCA program?

- Yes
- No

Are you a former program participant in a YMCA program?

- Yes
- No

Participant Liability Waiver & Photo Release (2026)

In consideration of being allowed to participate in the activities and programs of the YMCA of Bristol ("YMCA") and to use its facilities (whether owned or leased), equipment and machinery, I do hereby waive, release and forever discharge the YMCA and its officers, agents, employees, volunteers, representatives, directors and all others from any and all responsibility or liability for injuries or damages resulting from my participation in such activities or programs or my use of such facilities, equipment or machinery, even if such damage or injury results from a negligent act or omission.

By signing below, I agree that the YMCA may photograph or videotape me and the YMCA may use those photographs or video footage for its marketing purposes. I release the YMCA from any claim or liability related to that use, and waive all claims for myself my heirs and assignees against the individual staff persons and the YMCA of Bristol.

Volunteer Code of Conduct (2026)

The YMCA is committed to providing a safe and welcoming environment for all employees, volunteers and program participants. To promote safety and comfort for all, volunteers are expected to act appropriately at all times while volunteering in YMCA programs or while representing the YMCA. Volunteers are expected to behave at all times in a mature and responsible way in accordance with all applicable laws and the policies and procedures of the YMCA and in adherence to the YMCA's four core values of caring, honesty, respect and responsibility.

It is impossible for the YMCA to outline every "do" and "don't," but rather, the policies represented here are intended to cover general requirements essential to the YMCA's operations. Violations of/failure to comply with the expectations within this Code of Conduct may result in the immediate termination of volunteer service.

1. To protect YMCA staff, volunteers and program members, at no time during a YMCA program may a volunteer be alone with a single child where he or she cannot be observed by others. As staff and volunteers supervise children, they should space themselves in such a way that other staff and volunteers can see them.
2. Volunteers shall never leave a child unsupervised.
3. Prior to the commencement of program activities, all children should be encouraged to use the restroom. Bathroom breaks will typically be supervised by YMCA staff and/or volunteers. When this is not feasible due to the circumstances of the program, alternative safety precautions will be taken to ensure the children's safety.
4. Volunteers should conduct or supervise private activities in pairs – diapering, putting on bathing suits, taking showers, and so on. When this is not feasible, volunteers should be positioned so that they are visible to others.
5. Volunteers shall not abuse children in any way, including
 - a. Physical abuse - striking, spanking, shaking, slapping and so on;
 - b. Verbal abuse - humiliating, degrading, threatening and so on;
 - c. Sexual abuse - touching or speaking inappropriately
 - d. Mental abuse - shaming, withholding kindness, being cruel and so on;
 - e. Neglect - withholding food, water or basic care.

No type of abuse will be tolerated and may be cause for immediate dismissal.
6. Volunteers must use positive techniques of guidance for children participating in YMCA programs, including positive reinforcement and encouragement rather than competition, comparison, and criticism. Volunteers will have age-appropriate expectations and set up guidelines and environments that minimize the need for discipline. Physical restraint may only be used as a last resort in any emergency situation (e.g. a fight), and must be documented in writing.
7. Volunteers will respond to all staff, volunteers, program participants and children with respect and consideration and will treat everyone equally, regardless of sex, race, religion, culture, economic level of the family or disability.
8. Volunteers will respect children's rights not to be touched or looked at in ways that make them feel uncomfortable, and their right to say no. Other than diapering, children are not to be touched on areas of their bodies that would be covered by a bathing suit.
9. Volunteers will refrain from intimate displays of affection toward others in the presence of children, members, guests, program participants, parents, other volunteers and staff during their volunteer hours.

10. Volunteers are strongly discouraged from transporting children in their own vehicles or allowing youth participants old enough to drive to transport younger children in the program.
11. Volunteers must appear clean, neat and appropriately attired.
12. Using, possessing, or being under the influence of alcohol or drugs that would impair fitness for duty during volunteer hours is prohibited.
13. Smoking or use of tobacco in the presence of children or parents during volunteer hours is prohibited.
14. Possession or use of any type of weapon or explosive device during volunteer hours or while on YMCA property is prohibited.
15. Using YMCA computers to access pornographic sites, send emails with sexual overtones or otherwise inappropriate messages, or develop online relationships is prohibited.
16. Pursuant to the YMCA's online media policy, volunteers utilizing personal social networking sites shall not post content, including text and pictures regarding the YMCA of Middle Tennessee that can be reasonably deemed as inappropriate or offensive to the YMCA, its members, staff or the community. This policy does not prohibit volunteers from posting potentially negative content about the YMCA in the context of engaging in protected, concerted activity regarding the terms and conditions of volunteer service, however, engaging in protected activity is not free license to use vulgarity or excessive profanity that is likely to offend, or discriminatory, harassing or threatening remarks, and postings should be professional and respectful.
17. Profanity, inappropriate jokes, sharing intimate details of one's personal life, and any kind of harassment in the presence of or directed to children, parents, program participants, volunteers, or staff is prohibited.
18. To protect children participating in the YMCA programs from potential harm and volunteers from abuse allegations, volunteers are strongly discouraged from providing care (such as babysitting), instructing, developing and /or maintaining relationships with any children or families they meet through YMCA programs. Volunteers are also strongly discouraged from having any type of electronic interaction such as forming relationships on social networking sites, exchanging personal e-mails, text messaging or any private electronic contact between a volunteer and youth member or program participant. Volunteers utilizing personal social networking sites shall not post content, including text and pictures, regarding YMCA youth members or program participants.
19. Volunteers must be physically and psychologically capable of performing their volunteer function in a manner that does not adversely affect the physical, mental or emotional health of any child, program participant, staff or other volunteer. If in doubt, an expert should be consulted.
20. Volunteers will portray a positive role model for youth by maintaining an attitude of loyalty, patience, courtesy, tact and maturity.
21. Volunteers should not give excessive gifts (e.g., TV, video games, jewelry) to youth.
22. Volunteers may not date any program participant who is under the age of 18.
23. Under no circumstances should volunteers release children to anyone other than the authorized parent, guardian or other adult authorized by the parent or guardian (written parent authorization on file with the YMCA).
24. Volunteers are to immediately report to a supervisor any staff or volunteer who violates any of the policies listed in this Code of Conduct.
25. Volunteers are required to read and sign all policies related to identifying, documenting, and reporting child abuse, as instructed by a supervisor.
26. Volunteers will act in a caring, honest, respectful and responsible manner consistent with the mission of the YMCA.

I understand the YMCA conducts regular sex offender screenings on all members, participants, and guests. If a sex offender match occurs, the YMCA reserves the right to cancel membership, end program participation, and remove visitation access.

I have read and understand the Media Release and this Code of Conduct and agree that my service as a volunteer for the YMCA is at all times subject to it. Any failure to abide by its terms may result in the immediate termination of my volunteer service for the YMCA. By submitting this form, I am authorizing the YMCA of Bristol to check the above information against the National (multi-state) Sex Offender Registry. (be sure to click "Sign" below to add your signature)

NAME

SIGNATURE

Sign

If the volunteer applicant is under 18 years old, I, as their parent/guardian, have read and understand the Code of Conduct and Participant Liability Waiver & Photo Release and agree that service as a volunteer for the YMCA is at all times subject to it. Any failure to abide by its terms may result in the immediate termination of volunteer service for the YMCA. By submitting this form, I am authorizing the YMCA of Bristol to check the above information against the National (multi-state) Sex Offender Registry. (be sure to click "Sign" below to add your signature)

NAME

SIGNATURE

Sign

After submitting this form, a copy will be sent to the email address of the parent/guardian if provided here:

Today's Date

XX/XX/XXXX