

Code of Conduct

At The Rock Youth Center, we are committed to providing a safe, welcoming, and positive environment for all members. To maintain this standard, all participants must adhere to the following expectations:

Respect & Inclusion

- Treat all staff, volunteers, and fellow members with kindness, respect, and dignity.
- Listen actively when others speak and engage in conversations and activities in a respectful manner.
- Harassment, bullying, discrimination, or offensive language—whether verbal, written, or digital—will not be tolerated.

Behavior & Responsibility

- Maintain a positive and cooperative attitude while participating in programs and events.
- Follow instructions given by Rock staff and volunteers promptly and respectfully.
- Take responsibility for your actions and decisions, including how they affect others.
- Resolve conflicts peacefully and seek help from staff if needed.

Safety & Conduct

- Physical aggression, threats, or any form of violence are strictly prohibited.
- The possession, use, or distribution of weapons, drugs, alcohol, vaping products, or other prohibited substances is not allowed.
- Respect personal boundaries and maintain appropriate physical interactions with others.

Property & Technology Use

- Treat Rock property, equipment, and facilities with care. Any damage, vandalism, or theft will result in disciplinary action.
- The use of The Rock's internet, computers, or personal devices to engage in cyberbullying, harassment, or the sharing of explicit content is strictly prohibited.
- Members must adhere to posted rules regarding computer and gaming system usage.

Commitment to Community

- Participate in activities with a positive and open attitude.
- Be inclusive and encourage others in a way that fosters a welcoming environment.
- Maintain personal accountability and report concerns or violations to staff immediately.

Open Door Policy

- The Rock operates on an **open-door policy** for all members, anytime between 3:30-6:00 pm. The Rock only supervises students as they remain in the building.
- The Rock assumes no responsibility for members who choose not to come on a particular day or who choose to leave early.
- Once a member checks out and leaves the building, they **may not return** unless they are signed back in by a parent or guardian.
- Loitering outside the center at any time is **not** allowed.
- Parents/guardians/authorized people must pick up teens by 6:00 pm closing time. There is a \$5.00 charge per every fifteen minutes late. Please call 231-263-7000 if there is an unexpected inconvenience and we will take that into consideration.

Entering and Exiting Youth Center

- Students must check in by the front desk.
- When leaving, students must notify a staff member that they are leaving for the day.
- Students must remain in areas where staff supervision is present.



Technology & Internet Use Policy

At The Rock Youth Center, technology is a valuable tool for learning, connection, and entertainment. To ensure a safe and respectful environment, all members must follow these guidelines when using the internet, computers, and personal devices while at the center.

Safe & Responsible Internet Use

- The internet should be used for positive, educational, and recreational purposes.
- Accessing, displaying, or sharing explicit, violent, or otherwise inappropriate content is strictly prohibited.
- Cyberbullying, online harassment, or using technology to intimidate, embarrass, or harm others will result in disciplinary action.
- Never share personal information (such as home address, phone number, or passwords) online.

Appropriate Device Use

- Members are expected to use computers, gaming systems, and personal devices responsibly.
- Personal devices (phones, tablets, laptops) should not be used to disrupt activities or engage in inappropriate content sharing.
- The use of social media, messaging apps, or gaming platforms to spread rumors, harass others, or engage in negative behavior is not allowed.
- If a member witnesses unsafe or inappropriate online activity, they should report it to a staff member immediately.

Monitoring & Privacy

- The Rock Youth Center reserves the right to monitor internet usage on center-owned devices.
- Members should have no expectation of privacy when using The Rock's computers, Wi-Fi, or gaming systems.
- Staff members may intervene if a member is using technology in an unsafe or inappropriate manner.

Consequences for Violations

Failure to adhere to these guidelines may result in loss of technology privileges, suspension from The Rock Youth Center, or further disciplinary action depending on the severity of the infraction. Serious violations, such as cyberbullying, harassment, or exposure to inappropriate content, may lead to a permanent ban and/or notification of parents and authorities.



Discipline Policy

Prohibited Behaviors

- Profanity/Inappropriate Language
- Possession of Tobacco / Vaping products / Alcohol
- Possession of physical or digital pornographic material
- Bullying/Harassment
- Possession of Illegal Substances
- Violent Behaviors
- Possession of Weapons
- Defiant or Disrespectful Behaviors
- Vandalism and Theft
- Display of PDA
- Inappropriate clothing
- Intentional destruction of Rock property or the property of other members
- Using any device at the Rock to threaten, intimidate, or harass another student.
- Using gaming controllers, sports equipment, or any other Rock property to physically harm another student.

Parents/guardians may be contacted for repeated behavioral issues. If behavioral issues continue, this will result in loss of Youth Center privileges for 1-2 days depending on infraction. If a student has been suspended multiple times and continues to have behavioral issues, a longer suspension will be issued and parents/guardians will be notified of the date the student is allowed to return to the Rock Youth Center. Repeated offenses or strikeout behavior (such as physical harm, sexual harassment, or repeated cyberbullying) may result in a permanent ban from the center.

Strikeouts

A “strikeout” behavior is an extreme behavior that will result in automatic suspension with no warning. Rock Youth Center privileges will be suspended for the school year.

Strikeouts will be given for:

- Hate speech, sexual harassment, or extreme/repetitive instances of bullying
- Threats of violence or serious physical fights
- Possession of weapons on the Rock property
- Possession or use of tobacco, cigarettes, vaping products, alcohol, Illegal substances on Rock property
- Attending the Rock under the influences of drugs or alcohol
- Vandalism or purposeful damage of property
- Theft of member, staff, volunteer, visitor or Rock Youth Center property

Repeated offenses or severe violations (such as physical harm, sexual harassment, or repeated cyberbullying) may result in a permanent ban from the center.



Rock Youth Center Weapons Policy

Effective Date: May 1st, 2025

Purpose:

To ensure the safety and well-being of all individuals within the Rock Youth Center by prohibiting weapons on the premises, in alignment with Michigan state law and our commitment to a secure environment.

Policy Statement:

The Rock Youth Center strictly prohibits the possession of weapons on its premises, regardless of whether children are present. This policy applies to all individuals, including staff, volunteers, visitors, and program participants.

Definitions:

- **Weapons:** Includes, but is not limited to, firearms (loaded or unloaded), knives, explosives, and any other objects that can be used to inflict harm.
- **Premises:** All areas within the Rock Youth Center's property boundaries, including buildings, outdoor spaces, and parking areas.

Exceptions:

- Licensed law enforcement officers acting in their official capacity are exempt from this policy.

Legal Compliance:

This policy is in accordance with Michigan Compiled Laws (MCL) 28.425o, which prohibits individuals licensed to carry a concealed pistol from carrying a concealed pistol on the premises of a public or private child care center, child caring institution, or child placing agency.

Enforcement:

Individuals found in violation of this policy will be asked to leave the premises immediately. Failure to comply may result in notification of law enforcement authorities.

Review:

This policy will be reviewed annually and updated as necessary to remain compliant with state laws and to ensure the safety of our community.

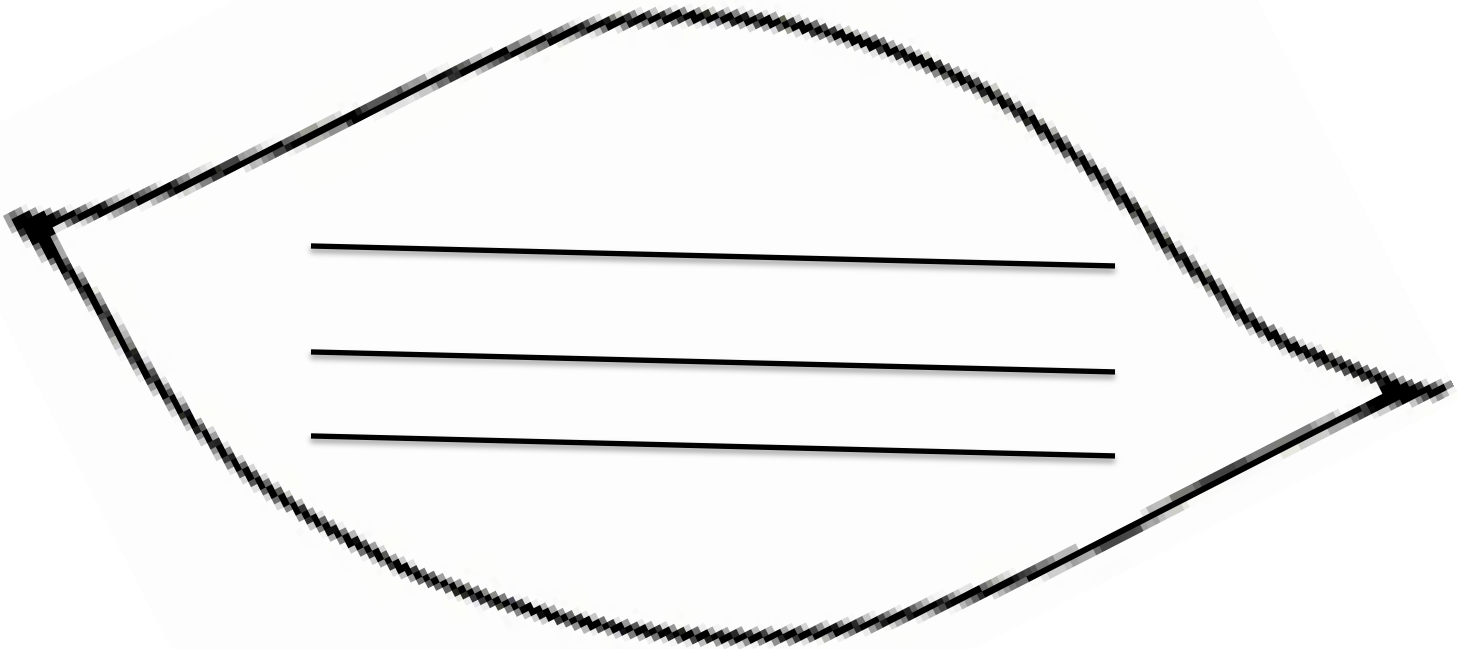


Become a Part of The Rock Forever

For a one-time donation of **\$100**, you can add your **name or family name** to our **Donor Tree** at The Rock of Kingsley. Each leaf on the tree represents a lasting legacy—a **symbol of support, love, and community**.

Your personalized leaf will be **permanently displayed**, honoring your commitment to helping local youth thrive. Whether it's your family name, a tribute to a loved one, or simply your own, your leaf will always be a part of The Rock's story.

Join our growing tree and leave a legacy that lasts.



30 character maximum per leaf
Return to The Rock Youth Center with Leaf filled out