

## La Crosse Area Family YMCA Personal Trainer Policy

The YMCA has always advocated individual, personal attention for members. Programs and services must always be provided in a caring environment by staff who are appropriately credentialed and who provide support, education, and encouragement for all members.

The YMCA of the USA Medical Advisory Committee recommends, and the La Crosse Area Family YMCA requires that:

1. Only appropriately credentialed staff members employed by the YMCA will provide personal training and other wellness services within YMCA programs and facilities. These staff must be trained to carry out their duties safely and responsibly, certified as YMCA of the USA Personal Training Instructors (or similarly credentialed in their field), conversant with organizational history and philosophy, and committed to carrying out YMCA goals through high quality programs and services.

2. The La Crosse Area Family YMCA staff members are trained to provide appropriate personal attention to all members in every YMCA program. In health and fitness programs, personalized services should ideally include an opportunity for a health assessment; recommendations on safe and effective exercise participation; and education related to a variety of health and wellness issues such as nutrition and weight management.

These requirements are based on the following two factors:

1. Should anything happen to a member as a result of work done by a personal trainer who is not an employee on our site, the likelihood is extremely great that the YMCA will be held responsible, even though the personal trainer is not an employee. Since the Y could arguable be charged with allowing the personal trainer to do his or her work on YMCA premises, this could give rise to liability.
2. Allowing personal trainers to earn income at a 501(c)(3) could put our 501(c)(3) status in jeopardy with the federal government, as well as with our local tax assessor, since individuals doing personal training for private gain are contrary to the rules and regulations of tax exemption.

March 2007