

NESD Head Start POLICIES AND PROCEDURES
Standards of Conduct

SUBJECT: Conduct used when interacting with children

PERFORMANCE OBJECTIVE: Appropriate standards of conduct will be used when interacting with children.

OPERATIONAL PROCEDURE

1. Staff, consultants, contractors, and volunteers will implement positive strategies to support children's well-being and prevent and address challenging behavior. These can include, but are not limited to: Conscious Discipline, CPI, strategies included in CLASS, recommendations from behavior specialists and therapists.
2. Staff, consultants, contractors, and volunteers are not allowed to maltreat or endanger the health or safety of children, including, at a minimum, that staff must not:
 - a. Use corporal punishment;
 - b. Use isolation to discipline a child;
 - c. Bind or tie a child to restrict movement or tape a child's mouth;
 - d. Use toilet learning/training methods that punish, demean, or humiliate a child;
 - e. Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child;
 - f. Physically abuse a child;
 - g. Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child's family; or,
 - h. Use physical activity or outdoor time as a punishment or reward.
3. Staff, consultants, contractors, and volunteers must respect and promote the unique identity of each child and family and do not stereotype on any basis, including gender, race, ethnicity, culture, religion, disability, sexual orientation, or family composition.
4. Staff, consultants, contractors, and volunteers must comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with Performance Standards and applicable federal, state, local, and tribal laws.
5. No child is to be left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.
6. Staff will be trained in the appropriate standards of conduct through the onboarding process and the Employee Handbook.
7. Any observance of violation of the standards of conduct should be report to the direct supervisor and HR. Penalties to for staff, consultants, and volunteers who violate the standards of conduct will be subject (but not limited to):
 - a. Verbal and/or written warning
 - b. Suspension
 - c. Termination

	Relates to CFR#: 1302.90	Page #1 of 1
Policy Council Approval Date:	Governing Board Approval Date:	