

Northwestern Ohio Community Action Commission

STANDARDS OF CONDUCT

NOCAC Head start will ensure that ALL staff, consultants, contractors and volunteers abide by the program's standards of conduct.

- NOCAC Head Start staff, consultants, contractors, and volunteers implement positive strategies to support children's well-being and prevent and address challenging behavior.
- NOCAC Head Start staff, consultants, contractors, and volunteers do not maltreat or endanger the health or safety of children. **They will 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 or withhold food as a punishment or reward;
 - e) Use toilet learning/training methods that punish, demean, or humiliate a child;
 - f) Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child;
 - g) Physically abuse a child;
 - h) Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child's family; or,
 - i) Use physical activity or outdoor time as a punishment or reward.
- NOCAC Head Start Staff, consultants, contractors, and volunteers 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.
- NOCAC Head Start staff, consultants, contractors, and volunteers are required to comply with program confidentiality policies concerning personally identifiable information (PII) about children, families, and other staff members in accordance 1303.20-1303.24 and applicable federal, state, local, and tribal laws.
- No child is left alone or unsupervised by NOCAC Head Start staff, consultants, contractors, or volunteers while under program care.

For NOCAC Head Start staff, violation of any or all portions listed herein will result in disciplinary action, up to and including termination.

For volunteers, violation of any or all portions listed herein will result in the immediate termination of voluntary service.

For contractors, violation of any or all portions listed herein will result in the immediate termination of all contractual agreements.

I understand and will adhere to the standards of conduct as stated above.

Signature (staff, consultants, contractors, and volunteers)

Date

Reviewing Staff's Signature

Date