



Head Start

Standards of Conduct

In accordance with the NeighborImpact Personnel Policy Handbook section C-1.0 Guidelines and Standards for Employee Conduct & Employee Responsibility, this extended policy pertains specifically to all Head Start Program Employees & Volunteers. Any Employee/Volunteer in violation of this extended policy is subject to the disciplinary terms stated in the Personnel Policy Handbook section 16.0 through section 17.0.

All NeighborImpact staff, volunteers, contractors and consultants who shall serve as participants or employees of the Head Start Program will abide by the following Standards of Conduct that:

- Ensure staff, consultants, contractors, and volunteers implement positive strategies to support children’s well-being and prevent and address challenging behavior;
- Ensure staff, consultants, contractors, and volunteers do not maltreat or endanger the health or safety of children, including, at a minimum, that staff must not:
- Use corporal punishment;
- Use isolation to discipline a child;
- Bind or tie a child to restrict movement or tape a child’s mouth;
- Use or withhold food as a punishment or reward;
- Use toilet learning/training methods that punish, demean, or humiliate a child;
- Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child;
- Physically abuse a child;
- Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child’s family; or,
- Use physical activity or outdoor time as a punishment or reward;
- Will 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;
- Will comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with subpart C of part 1303 of this chapter and applicable federal, state, local, and tribal laws; and,
- Will ensure no child is left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.
- Personnel policies and procedures must include appropriate penalties for staff, consultants, and volunteers who violate the standards of conduct

Print Name _____

Title _____

Signature _____

Date _____