

Standards of Conduct

Head Start Program Performance Standards (September 1, 2016)

Subpart I – Human Resources Management

1302.90 Personnel Policies

(c) Standards of conduct

(1) A program must ensure all staff, consultants, contractors, and volunteers abide by the program's standards of conduct that:

(i) Ensure staff, consultants, contractors, and volunteers implement positive strategies to support children's well-being and prevent and address challenging behavior;

(ii) 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:

(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;

(iii) Ensure 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;

(iv) Ensure staff, consultants, contractors, and volunteers comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members;

(v) Ensure no child is left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.

1302.94 Volunteers

(b) Ensure that children are never left alone with volunteers.

Furthermore, all staff are expected to adhere to the Standards of Conduct established by their respective agency or LEA, which includes but is not limited to Education Service Center, Region 20, Alamo Heights ISD, Bandera ISD, Devine ISD, Hondo ISD, Lytle ISD, Medina Valley ISD, Natalia ISD, Somerset ISD, Southside ISD and Southwest ISD.

I acknowledge that I have read the **Standards of Conduct** and agree to abide by them. I understand that consequences to violating the Standards of Conduct could result in disciplinary action in accordance with my respective employer's Policies & Procedures.

Printed Name

Signature

Date