



WCMCA Head Start Standards of Conduct



WCMCA Head Start will protect the health, safety, and well-being of children and families through professional standards of conduct.

Head Start staff, consultants, contractors, and volunteers adhere to the program's standards of conduct, ensuring the use of positive strategies that promote children's well-being and address challenging behaviors. These individuals do not engage in any actions that harm or jeopardize the health or safety of children, including, at a minimum:

- Corporal punishment: or physically abusive behavior, defined as the intentional use of physical force that results in, or has the potential to result in physical injury. Examples include but are not limited to:
 - Hitting, kicking, shaking, biting, pushing, restraining, force-feeding, or dragging.
 - Using physical restraint other than to physically hold a child when containment is necessary to protect a child or others from harm
 - Using mechanical restraints to bind or tie a child to restrict movement; or tape a child's mouth
 - Withholding food, light, warmth, clothing, or medical care as a punishment.
 - Using physical activity or outdoor time as a punishment or reward.
- Sexually abusive behavior, defined as any completed or attempted sexual act, sexual contact, or exploitation. Examples include, but are not limited to:
 - Behaviors such as inappropriate touching, inappropriate filming, or exposing a child to other sexual activities.
- Emotionally harmful or abusive behavior, defined as behaviors that harm a child's self-worth or emotional well-being. Examples include, but are not limited to:
 - Using seclusion, public or private humiliation, name-calling, shaming, intimidation, threats, or isolation of a child as discipline, or using food as a punishment or reward.
 - Using toilet learning/training methods that punish, demean, or humiliate a child or cause lapses in toileting.
 - Using any form of emotional abuse such as rejecting, terrorizing, extended ignoring, corrupting, ostracism, making derogatory remarks about the child or the child's family; and using language that threatens, humiliates, or frightens the child
 - Using verbal abuse, including profanity, sarcasm, or threats
- Neglectful behavior, defined as the failure to meet a child's basic physical and emotional needs including access to food, education, medical care, appropriate supervision by an adequate caregiver, and safe physical and emotional environments.
 - Examples include, but are not limited to, leaving a child unattended on a bus, withholding food as punishment or refusing to change soiled diapers as punishment.

Staff, consultants, contractors, and volunteers report reasonably suspected or known incidents of child abuse and neglect, as defined by the Federal Child Abuse Prevention and Treatment Act (CAPTA) (42 U.S.C. 5101 note) and in compliance with Federal, State, and local laws.

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.

Head Start staff, consultants, contractors, and volunteers will comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with Head Start Program Performance Standard 1303, subpart C and applicable Federal, State, local laws.

No child is left alone or unsupervised.

Personnel policies and procedures include appropriate penalties for staff, consultants, and volunteers who violate the standards of conduct.

By signing this form, I acknowledge and agree to follow the standards of conduct outlined by the Head Start Program Performance Standards and the Minnesota State Child Care Statutes. I also understand that failure to adhere to these standards may lead to corrective action or termination of my employment.

Printed Name: _____

Signature: _____

Date: _____