



Code of Conduct

To protect Family Promise Volunteers, Staff, and Program Participants:

Two Person Rule: at no time may any Staff/Volunteer be alone with a single child where interactions cannot be observed by others. This also applies to unrelated program participants.

Parents/Volunteers/Staff will never leave a child unsupervised during a Family Promise program.

Staff and volunteers will make sure a restroom is not occupied before allowing children to use the facilities. Staff/Volunteer will stand in the doorway while children are using the restroom. If staff or volunteers are assisting younger children, doors to the facility must remain open.

Parents/Volunteers/Staff shall not abuse children or use corporal punishment of any kind. This includes physical abuse, verbal abuse, sexual abuse, mental abuse or neglect. Any type of abuse will not be tolerated and is cause for immediate dismissal.

Parents/Staff/Volunteers will respect children's rights to not be touched in ways that make them feel uncomfortable. A child's right to say "No" is to be encouraged and respected. Other than diapering, children are not to be touched in areas of their bodies that would be covered by a bathing suit.

Parents/Staff/Volunteers will use appropriate touch including pats on the back or shoulder, side hugs, handshakes and high fives. Staff and volunteers will refrain from full frontal hugging, touching of personal areas, or patting of the buttocks.

Parents/Staff/Volunteers will use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism.

Staff and volunteers will not give gifts or special favors to individual children, or show preferential treatment to a child or group of children to the exclusion of others.



Staff and volunteers will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, sexual identity, or culture.

Staff and volunteers will refrain from intimate displays of affection toward others.

Using, possessing or being under the influence of alcohol or illegal drugs during any Family Promise program is prohibited.

Profanity, inappropriate jokes, sharing intimate details of one's personal life and any kind of harassment is prohibited.

Staff/Volunteers are not to transport children in their own vehicles without Administrator approval.

Under no circumstance should staff or volunteers release children to anyone other than the authorized parent, guardian, or other adult authorized by the parent or guardian (written parent authorization on file with Family Promise.)

Staff and volunteers are required to report any suspicion of child abuse to the proper authorities and are required to read and sign all policies relating to identifying, documenting and reporting child abuse and attend prevention training.

I have read and understand that any violation of this Code of Conduct may result in termination or immediate dismissal.

Signature/date