

PACT FOR WEST CENTRAL ILLINOIS

2090 Highway 24
Camp Point, IL 62320

As a staff member, consultant, contractor, or volunteer for PACT for West Central Illinois, I, _____ have read, understand, and agree to abide by the agency's Standards of Conduct outlined below.

STANDARDS OF CONDUCT

1302.90 (c) Head Start Performance Standards

I will implement positive strategies to support each child's well-being and promote their growth of self-control. These strategies will help the child feel loved and secure. Most of these strategies will involve no physical contact, but these are acceptable and appropriate reasons to touch children.

1. To provide comfort.
2. To provide safety from immediate danger to themselves or others.
3. To provide for basic needs such as diapering.

As stated in Caring For Our Kids (NRCKids.org): For infants and toddlers, holding and hugging in a positive, respectful, and safe manner is an essential part of providing care.

Before touching a child, tell the child what you plan to do and make sure it is the least intrusive means of supporting the child and providing for their care.

- ✓ I will ensure that no child is left alone or unsupervised while in my care.
- ✓ I will NOT maltreat or endanger the health or safety of children.
- ✓ I will respect and promote the unique identity of each child, family, and staff member and refrain from stereotyping on the basis of gender, race, ethnicity, culture, religion, or disability.
- ✓ I will not accept gifts from enrolled families unless it's of nominal value, and I will report it to my supervisor.
- ✓ I will follow program confidentiality policies concerning information about children, families, and other staff.
- ✓ I will affirm my commitment to the mission of our agency by treating co-workers and supervisors with respect, maintain an attitude of cooperation and teamwork, and work to find solutions to problems. I will offer assistance or intervene when I observe a co-worker having a negative effect on a child's health or safety.

I understand that there are appropriate penalties for violating these standards and they have been discussed within the agency's personnel policies, including but not limited to: Zero Tolerance Policy - First time offenses of specified policies will not be tolerated and will result in the immediate dismissal of the staff, consultant, contractor, or volunteer. Policies that will be strictly adhered to with zero tolerance for infractions include Client Confidentiality, Corporal Punishment, Child Safety and Drug Free Workplace. **(From PACT's Standard Operating Procedures Manual)**

ILLINOIS PART 407 LICENSING STANDARDS FOR DAY CARE CENTERS

SECTION 407.270 GUIDANCE AND DISCIPLINE (c) (6) (A)-(E)

The following behaviors are prohibited in all child care settings:

- A) Corporal punishment, including hitting, spanking, swatting, beating, shaking, pinching and other measures intended to induce physical pain or fear;
- B) Threatened or actual withdrawal of food, rest or use of the bathroom;
- C) Abusive or profane language;
- D) Any form of public or private humiliation, including threats of physical punishment; and
- E) Any form of emotional abuse, including shaming, rejecting, terrorizing, or isolating a child.

Signature _____ Date _____

Title _____

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