



Standards of Conduct HSPPS 1302.90

- I. Implement positive strategies to support children’s well-being and prevent and address challenging behavior.
- II. Refrain from maltreatment or endangering the health or safety of children, including, at a minimum, they must not:
 - PHYSICAL ABUSE. “Physical abuse is the intentional act by a staff, consultants, contractors, and volunteers to cause physical harm to a child’s body. Physical abuse may result in bruises, lacerations, fractured bones, burns, internal injuries, or serious bodily harm.” Examples of physical abuse include but are not limited to:
 - Binding (may also be reported as tying or taping)
 - Hitting (may also be reported as smacking, swatting, tapping, slapping, spanking)
 - Kicking
 - Pinching (may also be reported as poking)
 - Pulling (may also be reported as dragging, tugging, grabbing, yanking)
 - Punching (may also be reported as popping or striking)
 - Pushing (may also be reported as shoving)
 - Shaking
 - Throwing (may also be reported as tossing, launched, flung)
 - Corporal or Physical Punishment
 - VERBAL OR EMOTIONAL ABUSE. “Occurs when adult’s actions or inactions cause harm to a child’s Psychological or Intellectual Functioning.” Examples of verbal or emotional abuse include but are not limited to:
 - Using isolation to discipline the child of a child.
 - Using toilet learning/ training methods that punish, demean, or humiliate a child.
 - Use of public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child.
 - Use of profanity, sarcastic language, threats, or derogatory remarks about the child's family.

- SEXUAL ABUSE. “Sexual abuse is a term used to describe the employment, use, persuasion, inducement, enticement, or coercion of a child to engage in, or assist another person to engage in but not limited to:
 - Sexually explicit conduct or the rape, molestation, prostitution or other form of sexual exploitation of children
 - Incest with children

 - INAPPROPRIATE SEXUAL BEHAVIORS. “Any conduct that does not meet the definition of sexual abuse but is derogatory in nature.” Examples of inappropriate sexual behaviors include but are not limited to:
 - Verbal comments, gestures, pictures shown, or other communication of a sexual nature to a child by a staff, consultant, contractor, or volunteer
 - Making comments that are demeaning, sexually suggestive, or derogatory about gender, body, or clothing

 - NEGLECT. “Child neglect is frequently defined as the failure of a staff, consultant, contractor, or volunteer with responsibility for the child to provide the following but is not limited to:”
 - Food
 - Clothing
 - Shelter
 - Medical care to the degree that the child’s health, safety, and well-being are threatened with harm.

 - INAPPROPRIATE CONDUCT. “Inappropriate conduct is any behavior exhibited by a staff, consultant, contractor, or volunteer and a child(ren) that is not best practice. The intent of the conduct may be to stop or prevent a child from engaging in an action or behavior, but it is not executed in a way that supports age-appropriate behavioral management techniques.” Examples of inappropriate conduct include but are not limited to:
 - Using or withholding food as a punishment or reward
 - Using physical activity or outdoor time as a punishment or reward
 - Use of blame or negative labeling of a child
 - Restraining (does not cause bodily injury)
 - Pulling (does not cause bodily injury)
 - Pushing (does not cause bodily injury)
- III. Respect and promote the unique identity of each child and family and do not stereotype, including gender, race, ethnicity, culture, religion, disability, sexual orientation, or family composition.
- IV. 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 and tribal laws.

V. Ensure no child is left alone or unsupervised while under their care.

VIOLATION: Failure to comply with the above statements for staff and volunteers will result in immediate disciplinary action including but not limited to:

- Administrative leave
- Internal review
- Final decision based on Office of Child Care (OCC)

Failure to comply with the above statements for consultants, contractors, and LEAs, will result in termination of the relationship by the individual who violated the Standards of Conduct. SHORE UP! Inc. will request a new consultant or contractor to appoint, if feasible.