

Policy Number: PER 002	Title: Standard of Conduct
Performance Standard: 1302.90(c)	Original Date: 1/2007
	Policy Council Approval/Revision: 1/2007 1/2018 BOE Approval: 2/2018

Policy: *Standards of conduct*-All staff, consultants, contractors, and volunteers will abide by the standards of conduct as outlined in the Head Start Performance Standards.

Procedure:

(c) *Standards of conduct.* (1) A program must ensure all staff, consultants, contractors, and volunteers to 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 mistreat 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) Require staff, consultants, contractors, and volunteers to 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, local, and tribal laws; and,

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

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