

**Northwest Community Action, Inc.
Standards of Conduct**

I, _____,
(Printed Name of Employee/Volunteer/Consultant)

agree to abide by the NWCA's Standards of Conduct. These standards include but are not limited to the following:

- 1) I will respect and promote the unique identity of each child and family and will not stereotype on any basis, including gender, race, ethnicity, culture, religion, disability, sexual orientation, or family composition.
- 2) I will follow program confidentiality policies concerning personally identifiable information about children, families, and other staff members.
- 3) I agree that I will implement positive strategies to support children's well-being and prevent and address challenging behavior.
- 4) I will not maltreat or endanger the health or safety of children, including at a minimum, that I will NOT:
 - Use corporal punishment
 - Use isolation to discipline a child
 - Bind or tie a child to restrict movement or tape a child's mouth
 - Use or withhold food as a punishment or reward
 - Use toilet learning/training methods that punish, demean, or humiliate a child
 - Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child
 - Physically abuse a child
 - Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child's family
 - Use physical activity or outdoor time as a punishment or reward
- 5) I will ensure that no child is left alone or unsupervised while under my care.

I understand that failure to comply with these, Standard of Conduct as stated will result in resultin appropriate disciplinary action according to NWCA Personnel Policies and Procedures or being discontinued as a volunteer or consultant.

Signature: _____

Date: _____

Center: (if applicable) _____