

Family Home Child Care Society

BEHAVIOR MANAGEMENT POLICY FOR STAFF AND CARE PROVIDERS

The Following Forms of Discipline Shall Not Be Used:

- 1) Corporal Punishment, including but not limited to the following:
 - striking a child directly or with any physical object.
 - shaking, shoving, spanking or other forms of aggressive physical contact; and
 - requiring or forcing a child to repeat physical movements.
- 2) Harsh, humiliating, belittling or degrading responses of any form, including verbal, emotional or physical
- 3) Confine or isolate a child; OR
- 4) Deprive a child of basic needs, including food, shelter, clothing, or bedding and
- 5) Caregivers/Staff will not offer food to reinforce positive behaviors OR
- 6) Withhold food as a consequence for inappropriate behavior &
- 7) Food is not to be used as a reward for completing a task or finishing a meal (e.g. dessert will not be withheld if child does not finish main course);
- 8) There will be absolutely no tolerance for sexual abuse.

THE FOLLOWING TECHNIQUES SHALL BE USED FOR GUIDING CHILDREN IN LEARNING APPROPRIATE BEHAVIOR:

- 1) Staff and Care providers will adopt a positive attitude towards children which includes enjoyment of and respect for the children as individuals.
- 2) Limits set shall be enforced consistently and fairly.
- 3) Under certain circumstances, staff and care providers may want to use physical contact to guide behavior, for example, holding a child to prevent disruptive behavior. An adult touch during a frustration situation may have a calming effect on the child, thereby avoiding or stopping destructive behavior.
- 4) Discipline statements shall be expressed positively wherever possible. Staff and care providers should use positive reinforcement; tell a child what he/she can do, rather than what he/she cannot do. Sometimes redirecting a child's behavior is all that is required.
- 5) When appropriate, staff/caregivers shall continue interaction with the child and listen to him or her during periods of upset behavior.
- 6) A brief period of time-away from others may sometimes be required. A child may be removed from an activity for a period of quiet time.