

## Code of Conduct - Child Safety Mountainview Faculty & Staff

### CODE OF CONDUCT - Child Safety

In any settings where employees and volunteers interactive with children (in person or digitally), employees and volunteers should implement as many of the safeguards as possible, with a minimum of at least one of the following safeguards.

1. **Visibility** - When interacting with children the adult positions themselves in a place that is visible to other unrelated adults. This can be accomplished by such things as planning activities in areas where other adults are present, staying within view of the window in the door or keeping doors open. Digital communication via social media should remain on public forums rather than private chat OR include multiple students.
2. **Accountability** – Prior to any one-on-one interaction with a child, notify the child's parent or an unrelated employee in the vicinity. Always be accountable to other adults for your interactions with youth or children. This can be accomplished by contacting a colleague in the building at the beginning and end of a one-on-one interaction or a volunteer phoning a parent before driving a student home.
3. **Power** - Adults, by virtue of their age, size, strength, and authority, exert control over children. Balancing control enhances child safety. This can be accomplished by sending two same age children to the bathroom together with an adolescent or adult helper, having a friend play in the room while talking to a student after school, asking the children to sit in the back seat of a vehicle, or inviting two or more students to work on a project.

Each of the following safeguards further improves safe interactions within the school community.

1. Discipline should be used to teach and correct rather than punish. The following actions may involve abuse and are to be avoided.
  - Derogatory name-calling, ridicule, humiliation, shaming, publically singling out a child for negative treatment or exclusion, yelling at a child or other forms of hostile treatment
  - Hitting, slapping, or any behavior that assaults a child
  - Pushing or holding a child against their will outside the goals of protecting them from danger, providing them medical care or keeping them from harming themselves or others
2. Touch should be in response to the need of the child and not the need of the adult. Side hugs or shoulder-to-shoulder hugs are generally appropriate. Chest-to-chest hugs should be avoided in order to teach children healthy touch. The following actions may involve abuse and are to be avoided.
  - Touching buttocks, chests, genital areas, or thighs except to keep young children clean or healthy
  - Any touching not conducted in a public place
  - Any form of affection that is resisted or unwanted by the child
  - Any behavior that could be interpreted as sexual in nature, including flirtatious or seductive looks
  - Assisting the child with anything of a personal nature that children are able to do themselves, including dressing and bathing
3. Communications, including social media, should always be wholesome and above reproach. The following communications may involve abuse and are to be avoided.
  - shaming; belittling; humiliating; name calling
  - using harsh language that may frighten, threaten or humiliate the child
  - cursing or making derogatory remarks about the child, their family, and/or their place of origin
  - comments that relate to physique or body development or any sexually suggestive comments or pictures
  - Private messaging regarding personal matters
4. Avoid favoring particular children to the exclusion of others, or excluding children in a derogatory or embarrassing way in the presence of others.