



Bauer
Family Resources

*Creating brighter tomorrows by
strengthening children and families today.*

Standards of Conduct

Bauer Family Resources Early Care and Education *Standards of Conduct* is aligned with the *Code of Ethical Conduct* by the National Association for the Education of Young Children (NAEYC). The following NAEYC principles and ideals are the foundation to guide our interactions with children, families, co-workers and our community.

Principles:

- Above all, we shall not harm children. We shall not participate in practices that are emotionally damaging, physically harmful, disrespectful, degrading, dangerous, exploitative, or intimidating to children. This principle has precedence over all others in this Code (1.1). *See Below
- We shall care for and educate children in positive emotional and social environments that are cognitively stimulating and that support each child's culture, language, ethnicity, and family structure (1.2).
- We shall not participate in practices that discriminate against children by denying benefits, giving special advantages, or excluding them from programs or activities on the basis of their sex, race, national origin, immigration status, preferred home language, religious beliefs, medical condition, disability, or the marital status/family structure, sexual orientation, or religious beliefs or other affiliations of their families (1.3).
- We shall be familiar with the risk factors for and symptoms of child abuse and neglect, including physical, sexual, verbal, and emotional abuse and physical, emotional, educational, and medical neglect. We shall know and follow state laws and community procedures that protect children against abuse and neglect (1.8).
- When we have reasonable cause to suspect child abuse or neglect, we shall report it to the appropriate community agency and follow up to ensure that appropriate action has been taken. When appropriate, parents or guardians will be informed that the referral will be or has been made (1.9).
- When we become aware of a practice or situation that endangers the health, safety, or well-being of children, we have an ethical responsibility to protect children or inform parents and/or others who can (1.11).



Ideals:

- To recognize and respect the unique qualities, abilities, and potential of each child (1.3)
- To appreciate the vulnerability of children and their dependence on adults (1.4)
- To create and maintain safe and healthy settings that foster children’s social, emotional, cognitive, and physical development and that respect their dignity and their contributions (1.5).
- To develop relationships of mutual trust and create partnerships with the families we serve (2.2).
- To establish and maintain relationships of respect, trust, confidentiality, collaboration, and cooperation with co-workers and families (3A.1).
- To assist the program in providing the highest quality of service (3B.1).
- To do nothing that diminishes the reputation of the program in which we work unless it is violating laws and regulations designed to protect children (3B.2)

We will promote cooperation among professionals and agencies and interdisciplinary collaboration among professions concerned with addressing issues in the health, education, and well-being of young children, their families, and their early childhood educators (4.2).

*Harm to a child includes, but is not limited to:

- Corporal punishment
- Use of 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



Statement of Commitment

As an individual who works with young children, I commit myself to furthering the values of early childhood education as they are reflected in the ideals and principles of the NAEYC Code of Ethical Conduct. To the best of my ability I will:

- Never harm children
- Ensure that programs for young children are based on current knowledge and research of child development and early childhood education.
- Respect and support families in their task of nurturing children.
- Respect colleagues in early childhood care and education and support them in maintaining the NAEYC Code of Ethical Conduct.
- Serve as an advocate for children, their families, and their teachers in community and society.
- Stay informed of and maintain high standards of professional conduct.
- Engage in an ongoing process of self-reflection, realizing that personal characteristics, biases, and beliefs have an impact on children and families.
- Be open to new ideas and be willing to learn from the suggestions of others.
- Continue to learn, grow, and contribute as a professional.
- Honor the ideals and principles of the NAEYC Code of Ethical Conduct.

Violations of the Standards of Conduct is a serious issue and needs to be reported immediately to a supervisor. Failure to follow the Standards of Conduct will result in disciplinary action as described in Bauer Family Resource's Employee Handbook and will result in disciplinary action or termination of employment. The NAEYC Code of Ethical Conduct can be found in its entirety on the ECE shared drive. In addition, hard copies are at each Bauer location.

Signature

Date

Supervisor Signature

Date