

Code of Conduct

1. To protect The Onionpatch Academy staff,, volunteers and program participants, at no time during a Onionpatch Academy program may a staff person or volunteer be alone with a single child where the staff volunteer cannot be observed by others.
2. Staff shall never leave a child unsupervised.
3. Staff and volunteers will make sure a restroom is not occupied before allowing children to use the facilities. Staff will stand d in the doorway while children are using the restroom. If staff or volunteers are assisting you children, door to bathroom/ facility must remain open.
4. Staff and volunteers will conduct and supervise private activities (diapering, putting on bathing suit, changing clothing) in pairs. When this is not feasible, staff should be positioned so that are visible to others.
5. Staff shall not abuse children or use corporal punishment of any kind. This includes physical abuse, verbal abuse, sexual abuse, mental abuse or neglect. Any type of abuse will not be tolerated and is cause for immediate dismissal.
6. Staff and volunteers will respect children's rights to not be touched in ways that make them feel uncomfortable. A child's right to say no is to be encouraged and respected. Other than diapering, children and not to be touched in areas of their body that would be covered by a bathing suit.
7. Staff and volunteers will use positive techniques for guidance, including redirection and encouragement rather than competition, comparison and criticism.
8. Staff and volunteers will respond to children with respect and consideration and treat all children equally regardless of sex, race, religion, sexual identity or culture. Using possessing or being under the influence of alcohol or illegal drugs during working hours is prohibited.
9. Smoking or use of tobacco in the presence of children or parents during working hours is prohibited.
10. Profanity, inappropriate jokes, sharing intimate details of one person's life and any kind of harassment is prohibited.
11. Staff ad volunteers will not show preferential treatment to a child or group of children to exclude others.
12. Staff and volunteers will only use mobile devices and or cameras to take pictures of children during class time or school functions when parents or guardians have authorised in writing on file with The Onionpatch Academy. Photos are to be shared with the parents only by printing or sent to the Person in Charge, then deleted. Staff are prohibited to keep, send or use any photos of children in the program.
13. It is highly recommended that staff not be alone with children they meet in The Onionpatch Academy's programs outside of Onionpatch. This included babysitting, sleep overs, and on inviting children to your home.
14. Staff are not to transport children in their own vehicles.
15. Under no circumstance should staff release children to anyone other than authorised parent, guardian or other adult authorized by the parent or guardian by written parent authorisation on file with The Onionpatch Academy.
16. Staff and volunteers are required to report any suspicion of child abuse to the proper authorities and are required to read and sign all policies relating to identifying, documenting and reporting child abuse and prevention training.