

## Behavior Management Policy

Akron Area YMCA child care staff believes helping children learn self-control is very important. Our hope is each child will learn self-discipline through careful guidance. Your child will be treated with love and respect. When possible, methods such as positive reinforcement (commenting on children doing the "right" thing) and positively redirecting the child to an appropriate activity will be used. It is our policy to teach children to be successful in the child care environment.

If the child receives more than three minor behavior reports within a semester/summer the YMCA may put into place a behavior management plan in conjunction with the parents/guardians. A behavior plan can be implemented immediately if a child exhibits behavior that is classified as a major behavior.

Because there are such a wide variety of behaviors that children display, the YMCA reserves the right to make the decision to suspend or expel a child at any time based on the physical or emotional safety of the child, other children in the program, and the staff. In such a situation, parents may be called to come pick-up their child immediately or the child may be separated from the group for the remainder of the day.

Minor Behaviors – Minor behaviors are classified as behaviors that may cause disruption but can be redirected by staff. Possible behaviors include but are not limited to: Horseplay, defiance, disrespect to peers, and disrespect to staff, verbal confrontation, and profanity.

Major Behaviors – A major behavior is any behavior that infringes on the health and safety of any child or staff. These behaviors will result in an automatic behavior report and a minimum 24 hour suspension of child care services. Possible major behaviors include but are not limited to: Physical Aggression, harassment, and threats of physical violence, bullying. Bullying is unwanted, aggressive behavior among school aged children that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying includes actions such as making threats, spreading rumors, attacking someone physically or verbally, and excluding someone from a group on purpose. The final classification of a major vs. minor behavior lies with the director.

## Confidentiality Policy

The YMCA will only discuss a child's behavior/consequences with the parent or guardian of that child. The YMCA considers personal information to be confidential and has policies and procedures in place to protect it against unlawful use and disclosure. By "personal information," we mean information that relates to your child and family. All children and family personal information will remain confidential and the YMCA is not sharing any of that information with anyone without parent/guardian permission. Any information of a confidential nature will be shared only with those who need to know.