

# CODE OF CONDUCT

creating a warm, safe and nurturing environment

At **Healthy Kids Programs** we set **behavior expectations** so that every child can **thrive, feel safe** and **interact positively** with others. We ask that all parents partner with us on this important issue by going over this code of conduct with your child(ren) and letting them know that you support this.

## PROGRAM CODE OF CONDUCT

- We will always **place safety first**, which will mean regular buddy checks, safety drills and procedures to ensure children safety.
- Be respectful, honest and kind. Use positive language, be gracious competitors, show good sports etiquette and share.
- Be considerate to others and to the environment by cleaning up after yourselves.
- In a group situation, please no talking while someone else is speaking, always raise your hand if you have something to contribute and use inside voices indoors.
- Follow your site staff directions, if you do not understand, ask questions!!!
- No throwing things, pushing, roughhousing, profanity or demeaning language.
- Always engage a staff member to settle an issue between children. Don't take matters into your own hands.

**If a student does not follow the code of conduct we will follow a progressive discipline philosophy and will always bring the parent early on in the process.**

## CONSEQUENCES OF NOT FOLLOWING THE CODE OF CONDUCT

(The Site Director will determine disciplinary action)

- 1st A gentle reminder
- 2nd 15 minutes aside from group activity
- 3rd Loss of privileges
- 4th Call parent/guardian and leave for the day
- 5th Children will be removed from the program with no refund.

Healthy Kids Program reserves the right to immediately dismiss any child from the program for (1) extremely disruptive behavior (2) for behavior placing the children's/staff's safety in jeopardy or (3) any violence.

Examples include but are not limited to:

1. Intentionally hurting another child or a staff member
2. Stealing
3. Refusing to comply with a safety directive
4. Defacing/destroying other's property

We have **zero tolerance** for **violence** and believe that there are no reasons or circumstances that call for violence. We require children to bring issues between children to counselor's attention for help in solving them before it escalates to violence.

Any child who hits another will be expelled, WITH NO REFUND of school tuition.