

## ***Nashville Peacemakers Code of Conduct***

1. To protect Nashville Peacemakers staff, volunteers and program participants, at no time during a Nashville Peacemakers program may a staff person or volunteer be alone with a single child where the 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 a child to use the facilities. Staff or volunteers will stand in the doorway while children are using the restroom.
4. Staff and volunteers will conduct and supervise private activities (putting on bathing suits, showering) in pairs. When this is not possible, staff should be positioned so they are visible to others.
5. Staff and volunteers 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 dismissal.
6. Staff and volunteers will protect children's rights to not be touched in ways that make them uncomfortable. A child's right to say "No" is to be encouraged and respected. Children are not to be touched in areas of their body that would not be covered by a bathing suit.
7. Staff and volunteers will use appropriate touch, including pats on the back and shoulder, side hugs, handshakes and high fives. Staff and volunteers will refrain from full frontal hugging, touching of personal areas or patting of the buttocks.
8. Staff and volunteers will use positive techniques of guidance, including redirection, positive reinforcement and encouragement rather than competition, comparison and criticism.
9. Staff and volunteers will not give gifts or special favors to individual children or show preferential treatment to a child or group of children to the exclusion of others.
10. Staff and volunteers will not have private interactions through social media, computer or handheld devices with any children in the program.

11. Staff and volunteers will respond to children with respect and consideration and treat all children equally regardless of gender, race, religion, sexual identity or culture.
12. Staff and volunteers will refrain from intimate displays of affection toward others.
13. Using, possessing or being under the influence of alcohol or illegal drugs during working hours is prohibited.
14. Smoking or use of tobacco in the presence of children or parents during program hours is prohibited.
15. Profanity, inappropriate jokes, sharing intimate details of one's personal life and any kind of harassment is prohibited.
16. Staff may not be alone with children they meet in Nashville Peacemakers programs outside of Nashville Peacemakers. This includes babysitting, sleepovers and inviting children to their home. Any exceptions require a written explanation before the fact and are subject to administrator approval.
17. Staff and volunteers are not to transport children in their own vehicles except as permitted by at least one board member of Nashville Peacemakers.
18. Staff may not date program participants under the age of 18 years of age.
19. Under no circumstance should staff or volunteers release children to anyone other than the authorized parent, guardian or other adult authorized by the parent or guardian (written parent authorization on file with Nashville Peacemakers).
20. 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.