

## East Cascades Audubon Society

### Positive Guidance/Discipline Policy

The purpose of this policy is to teach children to interact positively with adults and other children and develop self-control. Positive guidance techniques will be used in all interactions with children during East Cascades Audubon Society (ECAS) sponsored activities:

- 1) ECAS volunteers will act as positive role models in their interactions with children. When problems arise, volunteers will deal with them in a calm, matter-of-fact manner, listen to each child's story, interpret the source of the problem, and help the child solve the problem.
- 2) Volunteers will use praise and positive reinforcement when children engage in good behavior.
- 3) Volunteers will redirect undesirable behavior into alternative activities.
- 4) Time-outs should be used sparingly, and should be less than two minutes. Before a time-out is given, the volunteer should take the child aside and ask the child to explain the reasons for his/her actions, discuss the undesirable behavior and alternative actions s/he could have used, and assist the child in finding an activity in which s/he can be successful. Only if this approach is unsuccessful should a time-out be given.
- 5) The following or similar forms of punishment are prohibited:
  - a. Hitting, slapping, shaking, striking with hand or instrument, pinching, tying or binding or inflicting any other form of corporal punishment;
  - b. Mental or emotional punishment, including but not limited to name-calling, ridicule, yelling or threats;
  - c. Non-prescription chemical restraints used for discipline or to control behavior;
  - d. Confining a child in an enclosed area such as a locked or closed room, closet or box;
  - e. Forcing or withholding meals, snacks, rest, or necessary toilet use; or
  - f. Belittling a child for or forcing a child to clean up after toileting accidents.

If you wish to report a violation of, or have questions or concerns about compliance with, the Positive Guidance/Discipline Policy, please call ECAS's Compliance Officer (contact information on ECAS website, [www.ecaudubon.com](http://www.ecaudubon.com)). Reports and inquiries will be kept confidential to the extent consistent with the need to conduct an adequate investigation.

I, \_\_\_\_\_ **[Print Name]**, have read and will follow the forgoing policy in my interactions with children during activities sponsored by East Cascades Audubon Society.

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**Signature**

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**Date**