



HASTINGS FAMILY YMCA

PRESCHOOL BEHAVIOR POLICY

The Hastings Family YMCA is committed to providing a safe and welcoming environment for all members and guests. To promote safety and comfort for all, we expect individuals to act appropriately at all times in a mature and responsible way, and to respect the rights and dignity of others when they are in our facility or participating in our programs.

The YMCA reserves the right to suspend or cancel a membership or attendance in any program at our discretion if actions or behaviors are not deemed in the best interest of the organization.

Our Code of Conduct does not permit language or any action that can hurt or frighten another person, or that falls below a generally accepted standard of conduct.

Prohibited actions specifically include but are not limited to:

- Angry or vulgar language, including swearing or name calling.
- Disrespect and Immodesty in the YMCA
- Physical contact with another person in any angry, threatening or offensive way.
- Theft or behavior that results in destruction to property.
- Endangering oneself
- Disrespect towards the staff

How you will be notified and the steps that will be in place.

We will have a 3 strike policy and listed below are the strikes, how they will happen, and the consequences for each strike:

- **Strike 1:** We will call you and explain the behavior and what has happened. We will document what has happened, we will then keep a copy in the child's folder, and one will be sent home with you. At this point this is all that will happen, unless the action is one that the staff see fitting enough that you need to come and get the child.
- **Strike 2:** We will call you and explain what is happening, document the behavior and place a copy in the child's folder and send a copy home with you. On this call you will have to come and get your child, they will not be allowed to stay the rest of the day in the program.
- **Strike 3:** At this point we will call and explain what has happened, document the behavior and place a copy in the child's folder and send a copy home with you. At this point the child will need to be picked up and we will no longer be allowing the child in our program.

If at any point, before a third strike is given, you can set up an appointment with the Child Care Director and go over a behavior plan for your child.

The Child Care Director and the parent/guardian will need to be present for this meeting. We will not create the behavior plan without the parent/guardian present. Once the behavior plan is in place we will work with the child for a week before we make the decision to suspend attendance.

At the Hastings Family YMCA, we follow all state regulations and guidelines. We follow state ratios for staff to children which is 1:10, we follow all safety guidelines, and will only practice in the areas we are trained. We will try all steps in redirection and try to de-escalate the situation as best as we can.

At the Hastings Family YMCA, we want to make sure that all children and staff are safe and taken care of. If you have questions please contact Tabbie Metcalf, Child Care Director at 402-463-3139 or childcare@hastingsymca.net.