



Volunteer Standards of Conduct Acknowledgement

The operation of Family Building Blocks requires that standards of conduct are observed at all times. Out of respect for the safety and security of our children and their families, as well as our volunteers and donors, we have established standards of conduct which all employees and volunteers must observe.

DIVERSITY

We believe all children, families, volunteers, and staff have a right to an environment where the dignity of each individual is respected. We believe that everyone has the right to an environment free from all forms of unlawful discrimination. It is the policy of Family Building Blocks that decisions are made without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, marital status, veteran status, disability, genetic information or other characteristics protected under local state or federal law. No one will be retaliated against for raising concerns under this policy.

INTERACTING WITH CHILDREN AND FAMILIES

We expect all volunteers, as we do our staff, to contribute to a positive and professional atmosphere at Family Building Blocks. We promote caring, calm, and respectful interactions with children and families. At all times:

- Respect and promote the unique identity of each child and family.
- Refrain from stereotyping on the basis of gender, race, ethnicity, culture, religion, or disability, sexual orientation, or family composition.
- Ensure every child is supervised; never leave a child alone or unsupervised.
- Use positive strategies to support children's well-being and prevent/address challenging behavior.
- Take every precaution to ensure that children are not maltreated or their health/safety endangered.

Unacceptable methods of correcting behavior include but are not limited to: corporal punishment; isolation as a method of discipline; bind, tie or otherwise restrain a child's movement or speech; use or withhold food as a punishment or reward; use toilet learning/training methods that punish, demean, or humiliate; any form of emotional abuse, including public or private humiliation, terrorizing, extended ignoring or corrupting; physical abuse; any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks; and, use physical activity or outdoor time as a punishment or reward.

CONFIDENTIALITY

As a volunteer you may be exposed to confidential information concerning children, parents, staff, and donors. This information cannot be shared with anyone outside of the Family Building Blocks staff. Any confidential information remains such, even after you are no longer serving as a volunteer.

Follow program confidentiality policies concerning information about children, families, and other staff members.

MANDATORY REPORTING

Under Oregon’s Mandatory Child Abuse Reporting laws, all Family Building Blocks volunteers who work with children are mandatory reporters. As a mandatory reporter, you must report suspected child abuse or neglect immediately – within 24 hours. You also have a duty to warn regarding potential harm to self or others. Volunteers must collaborate with a Supervisor to make the report and ensure documentation and reporting requirements have been satisfied.

Family Building Blocks may, at its discretion, suspend, reassign or terminate assignments or take any other action it determines to be appropriate in response to conduct listed above or for departures from proper conduct, or other violation of Family Building Blocks policy.

I understand the above policies, and agree to always uphold them as a Family Building Blocks Volunteer.

Signature

Date

Print Name