**NMCAA Early Childhood Guidance Policy**

**Staff, Collaborative Center Staff, Parents and Volunteers will adhere to the following:**

* Encourage positive self-esteem, cooperation, self-regulation and self-direction.
* Model positive behaviors- be composed, empathetic, helpful, and respectful to all.
* Support social and emotional growth through observation by noticing and acknowledging specific behaviors/actions.
* Redirection is a primary tool for supporting infant and toddler behavior and will be used with all children, ages 0-5, when appropriate.
* Develop positive relationships and teach/model classroom and home visit expectations.
* Protect children/parents/staff/volunteers from harm.
* Practice and model personal space/boundaries and respect for ourselves and others.
* Supervise all children at all times and support parents in supervising their children at all times.

**Staff, Collaborative Center Staff, Parents and Volunteers will refrain from the following:**

* Carrying, pulling or pushing by limbs, aggressively moving, dragging, hitting, shaking, biting, pinching, spanking, or inflicting physical violence.
  + Exception: Infants and non-mobile children may be carried for comfort, safety, and mobility.
* Placing any substances in a child’s mouth, including but not limited to, soap, hot sauce, or vinegar.
* Restricting a child’s movement by binding, tying, or confining in an enclosed area (closet, locked room, box, cubicle, etc.).
* Mentally/emotionally punishing such as: sarcastic remarks, humiliating, shaming, threatening, degrading, ridiculing, or time-outs.
* Depriving children of, or delaying any of the following as a consequence: meals/snacks/water, rest, toilet use, outdoor play, daily learning or gross motor activities.
* Using toilet learning/training methods that punish, demean, or humiliate a child.
* Isolated one-on-one interactions, favoritism or gift giving to individual children.
* Establishing a relationship with children outside of program activities or exchanging personal email, phone numbers or private interactions through social media or computer devices.
* Photographing children for purposes other than for program activities or for their family.

***Specific Exceptions-*Non-severe and developmentally appropriate discipline or restraint may be used when reasonably necessary, based on a child’s development, to prevent a child from harming him/herself or to prevent a child from harming other persons or property.**