



## Parent Code of Conduct

### Rationale:

At Delta Life Skills, we aim to provide an open, welcoming, inclusive and safe environment for all. The Parent Code of Conduct has been developed to clearly articulate the expectations and aspirations for our program community.

The Code highlights the importance of the partnership between program staff and community members for the benefit of the participants and reflects the program's mission and vision. Partnership is an active state that includes sharing responsibilities, having meaningful communication and welcomed participation. When people who are working together agree, the partnership runs smoothly. Two people will not always agree, and that can make partnership difficult. The partnership is most powerful when we agree on how to disagree. We must be civil in our discourse.

This Code applies all adults including parents, guardians, step-parents, grandparents, extended family, babysitters and any others while involved in any and all activities or communication related to Delta Life Skills. All members of this community or visitors to the program should read and familiarize themselves with this Code of Conduct Policy.

As we communicate with each other, we need to remember that we are working together to benefit the children of this community. Therefore, the Board requires that, as we communicate, participants, staff, parents, guardians and all other members of the community shall:

### 1. Always treat each other with courtesy and respect.

This means:

- We listen carefully and respectfully as others express opinions that may be different from ours.
- We share our opinions and concerns without loud or offensive language, gestures, or profanity.
- We treat all other community members with dignity.
- We accept that others may have different views, opinions and values.
- We foster individual talents and accept differences in children.
- We accept and abide by decisions made by the staff as being professional, discrete and based on the best interests of all parties.
- All communication must demonstrate respect including responses to discipline, expulsion, or declined applications, etc. We reserve the right to not respond to communication that contains profanity, threats, and excessive negative language.

### 2. Treat each other with kindness.

This means:

- We celebrate the successes of all participants.
- We treat each other as we would like to be treated. We set an appropriate example in matters of language and behaviour.





- We respect the privacy and confidentiality of all parents, guardians, caregivers, staff, and volunteers. All concerns and comments should be addressed with the Site Leader. Should this discussion not address your concerns; the next step is to review the situation with the Program Director. Failing resolution with the Site Leader or with the Program Director, the matter will be referred to the appropriate member of the Board of Directors.
  - We do not threaten or cause physical or bodily harm to another.
  - We do not threaten or cause damage to the property of another.
  - We do not bully, belittle, or tease one another, and we do not allow others to do so in our presence.
  - We do not demean and are not abusive or obscene in any of our communications.
3. Take responsibility for our own actions.  
This means:
- We share information honestly.
  - We refrain from displays of temper.
  - We do not disrupt or attempt to interfere with the operation of the program.
  - We encourage our children to accept responsibility for their own mistakes and encourage them to be learning risk-takers.
  - We will act in the best interests of all children, their families and staff members. We will not engage in malicious or judgemental gossip and should ensure that anything they say about others is fair and truthful
4. Cooperate with each other.  
This means:
- We value teamwork.
  - We respect the legitimate obligations and time constraints we each face.
  - We engage in effective two-way communication between the program, parents and communities.
  - We are active members of the program by attending parent meetings, fundraising, and participating on the board.
  - We maintain regular communication through program diaries, by reading the program newsletter and initiating conversations with staff.
  - We notify each other when we have information that might help reach our common goal. This will include information about safety issues, changes that might impact a child's abilities or events in the community that might impact the program.
  - We respond when asked for assistance.
  - We understand that we do not always get our way.

Individuals engaging in unacceptable behaviour will be asked to leave the site immediately and may be expelled from the program.

