

Appropriate and Inappropriate Physical Contact

Our organization's physical contact policy promotes a positive, nurturing environment while protecting consumers, employees and volunteers. Our organization encourages appropriate physical contact with consumers and prohibits inappropriate displays of physical contact. Any inappropriate physical contact by employees or volunteers towards consumers in the organization's programs will result in disciplinary action, up to and including termination of employment.

The organization's policies for appropriate and inappropriate physical interactions include but are not limited to:

<i>Appropriate Physical Interactions</i>	<i>Inappropriate Physical Interactions</i>
<p>Contact initiated by the consumer such as:</p> <ul style="list-style-type: none">· Side hugs· Shoulder-to-shoulder or "temple" hugs· Pats on the shoulder or back· Handshakes· High-fives and hand slapping· Pats on the head when culturally appropriate· Touching hands, shoulders, and arms· Arms around shoulders· Holding hands (with young children in escorting situations)	<ul style="list-style-type: none">· Full-frontal hugs· Kisses· Showing affection in isolated areas or while one-on-one· Lap sitting· Wrestling· Piggyback rides· Tickling· Allowing a consumer to cling to an employee's or volunteer's leg· Allowing consumers, older than kindergarten, to sit on an employee or volunteer's lap· Any type of massage given by or to a consumer outside of accepted and documented medical treatment· Any form of affection that is unwanted by the consumer or the employee or volunteer· Touching bottom, chest, or genital areas that is outside authorized and documented personal care assistance

Appropriate and Inappropriate Verbal Interactions

Employees and volunteers are prohibited from speaking to consumers in a way that is, or could be construed by any observer, as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.

Employees and volunteers must not initiate sexually oriented conversations with consumers. Employees and volunteers are not permitted to discuss their own sexual activities with consumers.

Our organization's policies for appropriate and inappropriate verbal interactions include but are not limited to:

<i>Appropriate Verbal Interactions</i>	<i>Inappropriate Verbal Interactions</i>
<ul style="list-style-type: none">· Positive reinforcement· Appropriate jokes· Encouragement· Praise· Strength-based conversations· Self-disclosure as a supervised therapeutic tool by licensed clinicians, medical professionals, and pastoral counseling	<ul style="list-style-type: none">· Name-calling· Discussing sexual encounters or in any way involving consumers in the personal problems or issues of employees and volunteers· Secrets· Cursing· Off-color or sexual jokes· Shaming, belittling· Oversharing personal history· Derogatory remarks· Harsh language that may frighten, threaten or humiliate consumers· Derogatory remarks about the consumer or his/her family· Compliments relating to physique or body development