



SAMPLE POLICY ZERO TOLERANCE POLICY ON ABUSE AND NEGLECT

Per the <SCHOOL NAME> Personnel Policies <policy #> , <SCHOOL NAME> has a ZERO TOLERANCE policy on any action or behavior by an employee that is perceived as abuse, neglect, sexual abuse or exploitation. This includes employees using poor judgement and not maintaining self-control when interacting and engaging with children. Physical and verbal harm to a child in our care is strictly prohibited and grounds for immediate termination of employment.

In addition to termination of employment, all abuse, neglect, sexual abuse and exploitation situations will be reported to The Texas Department of Health and Human Services Child Care Licensing as well as local law enforcement.

In addition to an employee's individual behaviors, per the <SCHOOL NAME> Personnel Policy <policy #>, if an employee is aware of another employee whose behavior appears to be abusive or harmful to a child, the employee must immediately report this action to the School Director or the Leader in charge. Failure to report behaviors perceived as harmful to child will also lead to immediate termination of employment.

The health and safety of the children in our care is the highest priority at <SCHOOL NAME>. This ZERO TOLERANCE POLICY ON ABUSE AND NEGLECT applies to all employee regardless of position, length of service, or previous performance.

I affirm that I have been given time to read, review, consider, and ask questions about this ZERO TOLERANCE POLICY ON ABUSE AND NEGLECT. Further, I assert that I understand the limitations this agreement places on my actions now and into the future and agree to abide by this ZERO TOLERANCE POLICY ON ABUSE AND NEGLECT.

Employee's Signature

Employee's Printed Name

Date

Witness Signature

Witness Printed Name

Date