DISCIPLINE POLICY- CHILD FOSTER CARE

I. PURPOSE

NorthStar Community Services employees must abide by the following discipline policy.

II. POLICY

NorthStar Community Services must inform the support team of the positive support strategies that are being utilized and these positive support strategies must be reviewed with the support team at least every six months. NCS employees must consider the child's abuse history, cultural differences, disabilities, and gender needs when developing the positive support strategies to be used with each child. All positive support strategies must be in compliance with MN Statute 245D.

III. PROCEDURE

NorthStar Community Services employees must refrain from using corporal punishments or other degrading type of punishment as a discipline measure.

A. Children must not be subjected to:
   1. Corporal punishment, including but not limited to: rough handling, shoving, ear or hair pulling, shaking, slapping, kicking, biting, pinching, hitting, spanking, or throwing objects at the child.
   2. Verbal abuse, including but not limited to: name calling, derogatory statements about the child or child's family, race, gender, disability, sexual orientation, religion or culture, statements intended to shame, threaten, humiliate, or frighten the child.
   3. Punishment for lapses in toilet habits including bed wetting or soiling.
4. Withholding of basic needs, including but not limited to: a nutritious diet, drinking water, clothing, hygiene facilities, normal sleeping conditions, proper lighting, educational services, exercise activities, ventilation and proper temperature, mail, family visits, positive reinforcement, nurturing or medical care.
5. Assigning work that is dangerous or not consistent with the child's case plan.
6. Disciplining one child for the unrelated behavior or action of another.
7. Restrictions on a child's communication beyond any restrictions specified in the child's treatment plan or care plan, unless the restriction is approved by the child's support team.
8. Requirements to assume uncomfortable or fixed positions for extended lengths of time, or to march, stand, or kneel, as punishment.

B. The license holder:
   1. Must not require a child to punish other children.
   2. Must follow the child's case plan regarding discipline.
   3. Must not use mechanical restraints or seclusion with a child.
   4. Must ensure that the duration of time-out is appropriate to the age of the child.