Management Guidelines on Relationships

A. Staff shall not engage in tickling persons served unless so indicated by a formal program for the purposes of stimulation. This is not age appropriate, and it could be misconstrued by the person.

B. Staff will not refer to persons served using terms of endearment or nicknames unless indicated in the persons CSSP Addendum as a preference.

C. Staff will only hug persons served using a side to side buddy hug, (stand next to the person with your arm around their shoulder) or will shake a person's hand. This is to demonstrate socially appropriate distances and touch. If staff do not wish to hug a person, simply explain to the person that you are not comfortable doing so, and want to maintain a professional distance.

D. Staff will not say "I LOVE YOU" to a person served. If a person tells you that they love you, you may respond by stating that you care for them, that you like them or that you are their staff.

E. Staff will speak to persons in an adult manner, and treat them as such.

F. Staff will not accept gifts from or give gifts to persons no matter how small.

G. Staff will not buy, sell or borrow objects from the persons except for an approved fund raiser or other specified event, approved by the supervisor possibly requiring legal representative notification/ permission.

H. Staff will not hire the persons served for any services.

I. Any questions regarding conduct should be directed to the Supervisor/Program Director for immediate clarification.