

Girls Inc. of Johnson County Behavior Management Plan

A primary Girls Inc. goal is to help girls develop positive self-image. We encourage children to be self-directed. To do this, children need opportunities to build self-esteem. Therefore, no child is subject to abuse, or neglect, cruel, unusual, severe or corporal punishment. Through supervision, guidance and redirection, children can learn to identify their feelings and express them. This prevents children from hurting one another and helps children appropriately ask for what they need.

When a child misbehaves, the staff/mentor in charge will send the child to the program director. If the member continues to disrupt the program or cannot regain their control a parent will be called to notify them of their child's behavior and asked that they be picked up and leave for the day.

Bullying, Abusive Language, Threatening Behavior or Endangering Others, and Vaping/Substance Use

Any behavior which causes a person to fear for her/his safety or well-being constitutes an interference with member purposes and requires firm intervention on the part of staff. Such behavior includes:

- Bullying/Cyberbullying –“bullying” means overt, unwanted, repeated acts or gestures, including 1) verbal or written communications or images transmitted in any manner (including digitally or electronically), 2) physical acts committed, aggression, or 3) any other behaviors, that are committed by a member or group of members against another member with the intent to harass, ridicule, humiliate, intimidate, or harm the other targeted member and create for the targeted member an objectively hostile environment that:
 - 1) Places the targeted member in reasonable fear of harm to the targeted member's person or property;
 - 2) Has a sustainability detrimental effect on the targeted member's physical or mental health;
 - 3) Has the effect of sustainability interfering with the targeted member's ability to participate in or benefit from the services, activities, and privileges provided by Girls Inc.
- Verbal harassment and/or inappropriate verbal comments.
- Threatening or intimidating behavior.
- Sexual harassment.
- Physical aggression.
- Vaping/Substance Use.

1st Offense: verbal warning/call to parent/guardian, possible suspension.

2nd Offense: call to parent/guardian to pick member up, suspension (number of days to be determined by Program Director and/or CEO).

3rd Offense: call to parent/guardian, suspension (number of days to be determined could include up to termination/expulsion of services determined by Program Director and CEO).

Public Displays of Affection

Being overly affectionate in the center is not in good taste and will not be allowed. Members should refrain from inappropriate, intimate behaviors at the center. Members are expected to show good taste and conduct themselves appropriately. Lewd and/or inappropriate Public Displays of Affection such as kissing, touching, etc. will not be tolerated and will result in a parent meeting and possible suspension if inappropriate behavior continues after being warned. Good taste and respect for others is the guideline for appropriate behavior.

Expectations for Girls Inc. Members

1. BE respectful of yourself, and other members. Keep your hands and feet to yourself.
2. BE respectful to all adults including staff, volunteers, visitors, and adults helping with field trips.

3. BE respectful of Girls Inc's equipment and facility. Use all equipment the way it is designed to be used. Do not sit on tables, hang on or kick the walls, building, or railing/spindles on the porch. The bathrooms are not play areas and permission is needed to go to the bathroom.
4. BE respectful of Girls Inc. spaces. Front desk, staff member's offices, staff breakroom, storage areas, are off limits to members.
5. BE aware of and follow the rules of Girls Inc. (as given by staff, interns, and volunteers).
6. BE ready to listen and follow instructions.
7. BE involved and engaged in a program or activity until it is complete.
8. BE helpful in cleaning up and putting away materials you use.
9. BE selective and choose only GIJC approved programs or activities on computers, tablets, and school issued devices. Violence, swearing, and sexual content are all forbidden.
10. BE prepared for the weather; wear appropriate clothing, shoes, etc. to be able to participate in scheduled programs and activities. A shirt should be worn at all times. The Girls Inc. red t-shirt should be worn on Fridays for field trips. A good pair of tennis shoes or shoes with a strap are required due to walking to the Franklin Aquatics Center and other field trips around Franklin.
11. BE ready to have fun!!

Participation/Programming

Most activities and programming are scheduled in about 30-45 minutes. Members are encouraged to participate in all activities. Girls Inc. focuses on introducing members to a wide array of programs to develop the whole child. Those who refuse to participate will remain with their group and sit quietly.

Membership at Girls Inc. is a privilege, and behavior that is disrespectful and potentially dangerous is not tolerated and may result in a verbal warning, time out, parent notification, and suspension especially when the safety or another member is at risk. Repeated behaviors that disrupt Girls Inc. programming and/or risk the safety of others can result in expulsion/termination from Girls Inc.

Expectations of Girls Inc.'s Member's Parents

1. Please respect that our staff are not allowed to text parents regarding their children at any time. All questions or concerns should be directed to the CEO or Program Director. Staff are not allowed to pick up/transport Girls Inc. members. Staff are discouraged from fraternizing with GIJC members' parents as such relationships could possibly cause negativity within our program and potentially cause unsafe circumstances to our members.
2. Approach conflict with staff in a manner which is respectful and is not witnessed by members or other children. If you have an issue with a staff person, please schedule a time to discuss it that is convenient with both the CEO and Program Director.
3. NEVER confront one of our members who is NOT your own child. If you have a concern with one of our members, please address an adult staff person and let them handle it. Treat other members as you would want your child treated and remember that they are still kids.
4. You may be responsible for any damage that your child may intentionally or unintentionally cause to GIJC property.
5. Respond as quickly as possible when members need to be picked up.
6. Maintain open communication with staff, informing GIJC of any household or health/medical changes or issues that may cause behavior changes in the child in our care so that we may better serve members.
7. Refrain from any physical punishment or verbal attacks on GIJC property.
8. Review and encourage your child to follow GIJC rules.
9. Ensure that enrollment information is up to date, especially primary and emergency contact names and phone numbers.

10. Expect your child to clean up the area that she was using before leaving GIJC which may delay the promptness that they leave the building.
11. Understand that GIJC is not a day care facility but a membership organization for children that provides programs and activities to supplement life experience and girl development.

All the above also includes and expands on the Parent and Girl Responsibilities, GIJC Network Computer Acceptable Use Pledge, Liability Agreement & Release Medical Care, Media/Photo Release, and Policy Regarding Relational Aggression, Harassment and Bullying signed off by parent/guardian upon enrollment/registration. You received a parent copy at enrollment/registration.

Expectations of our Staff

1. Be good role models/mentors for our members.
2. Provide positive and supportive relationships.
3. Provide a safe environment in the center and during Girls Inc. activities.
4. Provide members opportunities to increase skills in decision-making, problem-solving, life-skills, social interactions, physical ability, and healthy choices.

Staffing & Supervision

Our staff are required to go through training to oversee a fun, safe, inclusive, encouraging, and positive environment. Our staff are trained mentors charged with always overseeing programming. No child will be unsupervised, and we will provide a 1:15 staff to child ratio. Staff are prohibited from following any members on social media and interacting with members through interactive video games. All staff are aware of this requirement. If a parent finds that this is happening, we request that you contact the Program Director or CEO immediately.