

BLACK RIVER FITNESS

EMPLOYEE CODE OF CONDUCT IN RELATION TO CHILDCARE

Please read through our employee code of conduct and reach out with questions or concerns.

(907)-395-7294

Expected Employee Behaviors:

- Greet every child in a kind manner.
- Address children by name when possible.
- Introduce new children and create a friendly environment.
- *Always* be aware and vigilant when children are playing on climbing structures or playing in close proximity to each other.
- In the event of conflict, redirect children, do not discipline.
- Do not force children to share, instead enforce turn taking, set a timer, etc., and if necessary move "problem" toys to the office to reduce conflict.
- Tending to injured children
- Page parents in event of: injury, need of diaper change/potty break, crying/unconsolable for unreasonable amount of time.
- If you notice a child being left out or feeling sad, give age appropriate encouragement and support.

Acceptable Employee Behaviors:

- High-fives, fist bumps, side hugs, *if* you have asked the child in a non-pressuring manner.
- Holding hands for support/balance (younger children)
- Positive reinforcement of good work and/or behaviors
- Ask children to respect toys/property

Never:

- Change diapers or clothing
- Assist children in potty breaks
- Leave the childcare room with a child
- Full body hug/Force any physical contact
- Kiss (yes, even babies)
- Hold children over 2 on your lap *unless tending to injury*
- Give gifts or play "favorites"
- Use a mean/scary tone of voice
- Use crude or inappropriate language
- Comment on or compare children's physical appearance

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MEMBER CODE OF CONDUCT IN RELATION TO CHILDCARE

Please read through our parent/guardian code of conduct and reach out with questions or concerns.

(907)-395-7294

Expected Parent/Guardian Behaviors:

- NEVER leave the gym while your child is within our care (this includes “quick” trips to your car). Failure to comply will result in immediate ban from childcare services.
- You will be paged for all diaper changes, potty breaks, or excessive crying that is resulting in emotional harm to your child. .
- When paged, find a safe stopping point within your exercise, and then respond to the childcare area in a timely manner- this should be no more than 5 minutes.
- Picking up your child on time, at or before the 2 hour limit, is expected. Failure to do so will result in two warnings, and any additional tardies will start accruing penalty fees of \$1/minute. Lateness beyond 2hr 30 minutes will be considered abandonment and will be treated as such.
- All infants must be removed from infant car seats/baby carriers before staff can take responsibility for their care.
- No snacks will be given and no medications will be administered by staff.
- Please avoid bringing your child’s personal toys into the childcare area.