



# Nature Tykes Behavior Policy

*This policy is standard across all LSNC drop-off programs, including Camp, Parents' Night Out, and Nature Tykes. Rules vary as is age-appropriate for different programs, but staff response to unsafe or inappropriate behavior will be consistent across all programs.*

Whenever possible, LSNC strives to help young people recognize their feelings and develop language for talking about behavior, to offer youth participants positive choices, and to teach them through conflict. Disruptive behavior is defined as a behavior that adversely affects the activities of a group. This can include, but is not limited to, bullying, threatening words or actions that are intended to provoke fear, repeated refusal to work cohesively with the group, and destruction of property. If a person's behavior is disruptive to the program or to the experience of others, the following actions will be taken:

1. Staff observing the behavior will redirect child's behavior by offering a positive choice.
2. If a positive choice is not appropriate, or if the behavior persists, staff will identify the problem and discuss it with the child, letting the child know that the staff member is there to help. Staff will immediately stop any physical (hitting/kicking) or emotional (name calling or teasing) damage being done before moving to the next step.
3. Staff will help the child identify possible solutions and help them choose a solution. Staff will make every effort to check back in with the child to see if the solution is working.
4. If the issue still persists, or if a child needs to decompress, staff will ask the child to take a break from the group's activities and then talk with them to process what happened.
5. Staff will notify the appropriate program manager or director if any situation escalates to the "take a break" level, or if they need additional support. Program staff will make every effort to check in with child's parents/guardians by phone or at pick-up, explain what happened and what action was taken by both program staff and the child, and discuss additional solutions and ways to support the child further.

In some situations, a parent or guardian may be called to discuss an ongoing behavior issue and strategize ways to help a child be happy and successful in our programs. LSNC reserves the right to remove a child from a program for any unsafe or inappropriate behavior including: failure to stay with the group, bullying, violence, sexual harassment, endangering the safety of any child or staff member, any type of discrimination, destruction of property, theft, verbal abuse, and possession of any type of weapon. Serious breaches of respect or safety rules will be reviewed by education and administrative staff and a determination of a child's eligibility for continued attendance at the program will be made. Families will be notified of the results of this review. Incidents will be handled on a case by case basis. No refunds for any program fees paid will be issued in the event that a child is asked to leave a program for unsafe or inappropriate behavior.

*Questions or concerns about this policy can be directed to Etta Heisler, Camp & Public Programs Director: 734-531-6052 or [etta@lesliesnc.org](mailto:etta@lesliesnc.org).*

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