



PROFESSIONAL BOUNDARY POLICY

MAINTAINING PROFESSIONAL BOUNDARIES

Maintaining both appropriate boundaries and/or a professional relationship between yourselves, as a New Haven employee, and our youth is extremely essential at all times. It is our policy to maintain these boundaries with all youth who are placed in our program, both during their stay in treatment and afterwards. The below procedures will help you understand some of these boundary issues. All direct care staff receive specific training regarding their role(s) and responsibilities as they pertain to ethics, appropriate communications, professional boundaries and practices, as well as program implementation and reporting issues. In addition, we ask that you continually monitor your relationship with our youth and work closely with your supervisor to be sure that you facilitate relationships that are caring, yet professional and appropriate.

Below are some descriptions of behavior that are considered inappropriate between staff and our children and, if practiced, could be cause for disciplinary action.

INAPPROPRIATE BEHAVIOR:

- Engaging in any type of contact or behavior that could be construed as sexual or as a dual (i.e., professional & personal) relationship.
- Engaging in any **abusive behavior (physical or verbal)** or any communication behaviors (including non-verbal) that are demeaning, insulting, sexist, racist, discriminatory or in anyway abusive and/or undermine the goals of treatment.
- Intentionally **revealing personal and/or contact information** of your own, other staff members, family and/or friends (i.e. phone, fax, pager numbers, addresses or locations, electronic correspondence, etc.).
- Spending an overnight (or allowing someone else to) in the presence of residents when other than part of one's approved job responsibilities either within or outside of our facility.
- Transmitting and writing unapproved and/or not job related correspondence, on behalf of residents.
- Engaging in behavior prohibited by conduct defined as unacceptable in New Haven policies and practices and/or construed to be unacceptable by most reasonable persons responsible for the care and supervision of children.

Behavior to be avoided (**whether the child is a current resident and/or discharged** from New Haven and under 18 years of age and whether or not you are an employee of New Haven*):

- Avoid physical contact if not directly related to treatment goals.
- Do not use your own money (or represent another staff has) to buy residents gifts and/or necessities.
- Avoid interactions/contacts with residents, their family/friends that are not work related and/or outside your normal responsibilities when you are not working or when the resident is on pass (i.e. calling, writing, face to face)
- Any other expressions of favoritism or inequity towards particular residents.

***If contacted by a former resident, retrieve their contact information, let the youth know their call will be responded to, and contact your department director for advice and counsel. At no time should staff have contact with a former youth.**

I acknowledge that I have read, understand, and will follow the above policy. Should I have or need further clarification, now or in the future, I will discuss with my supervisor and/or any New Haven Director.

Print Name: _____

Employee

Date