

**LATIN AMERICAN YOUTH CENTER
ESPERANZA PROGRAM**

CODE OF CONDUCT

In order to foster a safe space for best care and interaction with the Unaccompanied Children (UC), LAYC Esperanza Program has established these guiding principles and code of conduct. LAYC is committed to providing a safe environment to all UC in its care, including protecting children from sexual abuse, sexual harassment, and inappropriate sexual behavior, as well as all other forms of physical abuse, verbal/emotional abuse, neglect, and code of conduct violations.

Foster parents agreed to uphold the following principles of conduct in any space that they could share with the UC, including house, field trips or home activities.

I. Safety

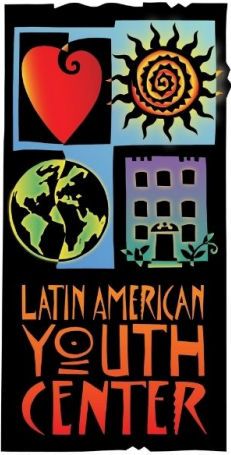
According to the safety principle, foster parents must comply with the following conduct.

- a. Foster parents agree to engage in activities that are legal under local, state, and federal laws.
- b. Foster parents know that possession, abuse, sale, or distribution of alcohol or drugs in the home is not allowed.
- c. Foster parents agree to engage in activities that promote safety for self and others.
- d. Possession of weapons is allowed only as long as the firearm is registered with the Police Department, the firearm owner has permission from the homeowner (if it is not their property), the firearm and ammunition are stored separately and out of reach of the UC, and are only accessible to the firearm owner.

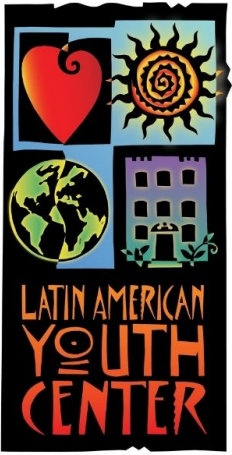
II. Communication

According to the communication principle, foster parents must comply with the following conduct.

- a. Foster parents agree to communicate openly and honestly.
- b. Foster parents agree to use respectful language. Threatening, aggressive language, yelling, jokes, bullying, and using bigoted or racial slurs or sexual remarks is not allowed.



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- c. Foster parents agree to report knowledge, suspicion, or information about sexual abuse, sexual harassment, or any other form of abuse or neglect according to mandatory reporting laws.
- d. Foster parents agree to report any misconduct they witness that occurs under their care or otherwise.

III. Zero Tolerance

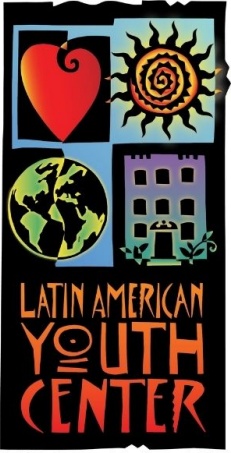
According to the zero-tolerance principle, foster parents must comply with the following conduct:

- a. Foster parents do not engage in any form of sexual abuse, sexual harassment, inappropriate sexual behavior, physical abuse, emotional/verbal abuse, neglect (including medical/non-medical neglect), inappropriate restraints, or Code of Conduct violations described in this document.
- b. Foster parents do not engage in sexual contact with the UC during their care.
- c. Foster parents will not engage in any relationship with LAYC's staff, UC sponsor or UC, including romantic or sexual, while they are foster parents or have a UC in care. Additionally, if a foster parent has a pre-existing relationship with a staff member, they must disclose that fact to LAYC, and LAYC must seek guidance from the assigned Project Officer and Federal Field Specialist on how to proceed.
- d. Foster parents will not utilize corporal punishment.
- e. Foster parents will not attempt to change or discourage a UC's actual or perceived sexual orientation, gender identity, or gender expression.

IV. Respect

According to the respect principle, foster parents must comply with the following conduct.

- a. Foster parents agree to demonstrate mutual respect and support toward others.
- b. Nonverbal behavior such as threatening gestures, body language or physical contact or wearing clothing with pictures, symbols or slogans related to drugs, gangs, sexism, racism, or homophobia is not allowed.
- c. Foster parents agree to participate actively in program initiatives, activities, and community events.



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I/We _____ and
_____ understand that LAYC is dedicated to providing
a safe space to UC. As part of this community and as foster parents, I/We agree to
uphold the Code of Conduct above. I/We understand that breaking any of these
agreements may be grounds for consequences.

SIGNATURE of PARENT 1

DATE

SIGNATURE of PARENT 2

DATE