

No Hit Zone Policy



This environment is considered a No Hit Zone. A No Hit Zone is an environment that supports a culture of safety and health where:

- No adult shall hit another adult
- No adult shall hit a child
- No child shall hit an adult
- No child shall hit another child

When hitting is observed, it is everyone's responsibility to interrupt the behavior as well as communicate system policy to those present.

The procedures in this policy are primarily directed to those situations in which hitting is observed or to de-escalate a situation in which caregivers begin to raise their voices, or show other signs of stress and inappropriate behaviors that occur prior to physical discipline.

Professional staff is not expected to place themselves in danger by confronting violent behavior; law enforcement/security should be notified through established procedures whenever staff has concern for their own physical safety or the safety of others.

For the sake of this policy, the No Hit Zone includes all owned buildings and grounds, parking garages and parking lots.

The purpose of this policy is to create and reinforce an environment of comfort and safety for the individuals it serves.

Implementation

All staff will be made aware of this organizational policy to ensure and reinforce an environment of comfort and safety. Staff will receive education so they can identify and respond to situations that compromise a safe environment. If needed, additional intervention will be provided by appropriate staff dependent on the level of severity.

When hitting or other disruptive behavior is witnessed:

1. Respond in a calm, nonjudgmental way.
2. Sympathize with the frustrations and stress that the involved individuals may be experiencing. Remind them that this is a No Hit Zone—that is, no physical violence is tolerated.
3. Try to have conversations with the involved individuals out of earshot of others (including the children) so the individual is not embarrassed into being confrontational.
4. Avoid making threats.
5. Thank the individual for respecting our policies and offer written educational materials, as appropriate.
6. If required, document the behavior and any intervention/action in the record.
7. If indicated by the situation, notify Child/Adult Protective Services in accordance with State/Local laws and the organization's abuse policy. Mandated reporters must report suspected abuse in certain situations. Staff should seek assistance from their supervisor as needed when abuse is suspected.
8. If indicated by the situation, notify law enforcement/security for assistance.