

DARLING DOLPHINS CHILDCARE

RIGHTS, BOUNDARIES & PROFESSIONAL EXPECTATIONS

As a licensed small home childcare provider in California, Darling Dolphins Childcare reserves the right to set boundaries and end a childcare agreement if boundaries are continued to be ignored and violated. These behaviors include but are not limited to:

- Non-payment of tuition
- Repeated late pickups
- Failure to follow policies
- Trying to make unfair demands and take advantage of the business owner that go against their signed contract
- Disrespectful, threatening, or aggressive behavior by a parent or guardian
- Child behavior that endangers others
- Failure to provide required documentation
- False information provided at enrollment
- Lack of communication
- Inability to agree with values and morals and appropriate communication and behaviors after setting boundaries and enforcing policies
- Parent / guardian is under the influence of drugs and/or alcohol during drop-offs and/or pickups
- Not respecting the business owner's role and responsibilities and undermining their business and practices
- Not following privacy and confidentiality standards
- Bullying, cruelty, discrimination and/or abusive behavior of any kind

PROGRAM COMMITMENT

At Darling Dolphins Childcare, we are dedicated to providing a safe, nurturing, structured, and respectful environment for all children and families. To protect the health, safety, integrity, and operational balance of our facility, childcare services are rendered under strict mutual adherence to signed enrollment contracts and facility policies.

RIGHT TO OPERATE WITHOUT RETALIATION, HARASSMENT & FALSE ACCUSATIONS

Darling Dolphins Childcare explicitly reserves the right to enforce business boundaries, enforce contract terms, and end childcare agreements without retaliation, harassment, false accusations, insults or assumptions stated as facts. The provider maintains a zero-tolerance policy for defamatory statements, hostility, or malicious actions and words directed toward the business, its owner, or staff. Revenge and cruelty do not help anyone. We all make mistakes but we have the choice to learn and grow and take accountability.

KINDNESS, FIRM BOUNDARIES & MUTUAL RESPECT

You can be a deeply kind person while still setting firm boundaries to protect your time, energy, and peace. Please remember this is our business and livelihood and it is also our home where our family lives. We are working with very young children in our care, which means everyone needs to have a good moral compass and integrity at all times. Kindness doesn't require self-abandonment. Forgiveness doesn't require proximity. Loving people doesn't mean letting everyone have unlimited access to you. You can be soft and still stand firm.

HEALTH, ACCESSIBILITY & PERSONAL BOUNDARIES

Being a small business owner and a person with invisible disabilities/impairments that may not always be visible to others, but can affect my daily life, I have the right to:

- Take reasonable steps to care for my health and medical needs
- Use reasonable accommodations when applicable
- Attend necessary medical appointments
- Maintain a safe and accessible work environment
- Protect my privacy and medical information
- Set appropriate boundaries within my home and business
- Continue operating my childcare business while managing my disabilities
- Be treated with dignity and without disability-based discrimination

A disability does not erase my right to own a business, work, provide quality childcare, or set healthy boundaries. My health needs do not make me less capable, less professional, or less dedicated to the children and families I serve.

Kindness. Respect. Understanding. Boundaries.

This document communicates the provider's business boundaries and expectations and should be read together with the signed enrollment agreement and facility policies.