

DARLING DOLPHINS CHILDCARE

RIGHTS & BOUNDARIES

Parent & Guardian Information

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 or violated. These behaviors include, but are not limited to:

BOUNDARIES & GROUNDS FOR TERMINATION

- Non-payment of tuition.
- Repeated late pickups.
- Failure to follow policies.
- Trying to make unfair demands or take advantage of the business owner in ways that go against the 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 the provider's values and expectations for appropriate communication and behavior after boundaries have been set and policies enforced.
- Parent or guardian being under the influence of drugs and/or alcohol during drop-off or pickup.
- Not respecting the business owner's role and responsibilities, or undermining the business and its 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 terminate 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 to choose to learn, grow, and take accountability.

KINDNESS, BOUNDARIES & PROFESSIONAL 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.

PROVIDER RIGHTS & ACCESSIBILITY

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.