

**Policy Statement:**

Neshaminy Kids Club is committed to providing developmentally appropriate early learning and development experiences that support the full access and participation of each and every child. We believe that each child is unique and work in partnership with families and other professionals involved with the child to provide the support every child needs to reach their full potential.

**Inclusive Environment:**

Early childhood teachers at Neshaminy Kids Club use developmentally appropriate practices and consider the unique needs of all children when planning. Staff will make every attempt to make any adaptations or modifications necessary to meet the needs of the children. Schedules, routines and activities are flexible and staff will work with therapists, special educators and other professionals to integrate individual accommodations, modifications and strategies into classroom routines and activities. Any adaptations will be reviewed with families and other professionals supporting the child.

Neshaminy Kids Club acknowledges and respects the priorities each family has for their child. Families are encouraged and supported to collaborate with staff to ensure that each child has an opportunity for optimum success. Training and support is provided to ensure that all staff are comfortable, confident and competent to meet the developmental and education needs of all children. All staff receives training on inclusion policies and attend training focused on effective inclusion and/or other disability topics whenever possible. The directors provide additional support and resources as appropriate.

Neshaminy kids Club welcomes those professional and works with them to assure the child's success. The service provider is encouraged to provide services to the child in the context of the early childhood classroom environment and the staff work collaboratively to determine the best strategies to support the child.

Any individual/client/parent who believes they have been discriminated against, may file a complaint of discrimination with:

Neshaminy Kids Club  
PO Box 934  
Langhorne, Pa 19047

Department of Human Services  
Bureau of Equal Opportunity  
Room 223, Health & Welfare Building  
PO Box 2675  
Harrisburg, Pa 17105

U.S. Department of Health and Human Services  
Office for Civil Rights  
Suite 372, Public Ledger Bldg.  
150 South Independence Mall West Philadelphia, Pa 19106-9111

PA Human Relations Commission  
Philadelphia Regional Office  
110 N. 8<sup>th</sup> Street  
Suite 501  
Philadelphia, PA 19107

Commonwealth of Pennsylvania  
DHS Bureau of Equal Opportunity  
Southeast Regional Office  
801 Market Street, Suite 5034  
Philadelphia, PA 19107