



**NIKKI'S
CHRISTIAN ACADEMY**
FAITH.....EXCELLENCE.....FAMILY

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BABYSITTING POLICY

Applies To: All Staff and Families

Purpose

This policy outlines the guidelines regarding staff members providing babysitting services to families enrolled at Nikki's Christian Academy (NCA), in order to protect the professional relationship between staff and families and to minimize liability for the center.

Policy Statement

NCA does not encourage or endorse private babysitting arrangements between employees and families enrolled at the center. Any such arrangements are considered outside the scope of employment and are at the discretion of the individuals involved, with clear boundaries and legal understanding.

Guidelines

1. Private Arrangements

Employees are not permitted to babysit children currently enrolled at NCA.

2. Center Liability

Babysitting or child care provided by center employees outside of center hours, off premises, and not related to their employment is considered a **private arrangement**. NCA assumes **no responsibility or liability** for any injuries, incidents, or issues that may occur during such arrangements.

3. Professional Boundaries

Employees are not permitted to:

- Promote or advertise personal babysitting services to families during work hours or on center property.
- Use center materials, equipment, or communication systems to arrange or discuss babysitting.

4. Reporting & Violations

Any concerns regarding potential conflicts of interest or violations of this policy should be reported to the director immediately. Violations may result in disciplinary action, up to and including termination.

Acknowledgement

All staff and families are required to review and acknowledge this policy upon enrollment or employment.

Staff Babysitting Policy Agreement Form

I, _____, acknowledge that I have read, understand, and agree to comply with the Babysitting Policy as outlined above.

Signature: _____ Printed Name: _____ Date: _____

Director's Signature: _____ Date: _____