

 STANISLAUS COUNTY COMMUNITY SERVICES AGENCY	Developed by/Date: Keira Vink & Juan Ramirez 2/07	Page: 1 of 2	Number: 7.6
	Reviewed by/Reviewed Date: CSA Exec Team 3/23/09	Replaces:	Category: Administrative
Title: Employees Wishing to Become Foster/Adoptive Parents		Approved: 3/23/09	

Policy

 Procedure

 Guideline

Purpose

To ensure confidentiality of our clients and at the same time avoid any conflict of interests that may occur.

Definition

To provide all employees of the Community Services Agency (CSA) with specific guidelines in the event that an employee chooses to become a foster/adoptive parent at CSA.

Procedure

The Stanislaus County's CSA's, Child and Family Services Division (CFSD), has an established Foster Parent Program as well as an Adoption Program. These programs are actively involved in recruiting prospective foster/adoptive parents that wish to provide placement for children when they are not able to be reunified with their biological parents. CSA provides comprehensive training and support services to these permanency-planning families to ensure that the placement meets the best interest of the child.

CSA Foster/Adoptive Parent

- A. CSA's CFSD employees wishing to become foster/adoptive parents will be referred to a regional office, a neighboring county or a private foster family agency/adoption agency and follow all appropriate procedures and guidelines for licensure. This process was set in place per our Memorandum of Understanding (MOU) between the California Department of Social Services and the County of Stanislaus Foster Family Homes. The MOU states: The County shall not license a foster family home if the licensee, applicant, or spouse, thereof, is employed by the County's Child Welfare Services Department. The County shall refer all such cases to the regional office for licensure by the State.
- B. A CFSD employee who has been licensed by a Foster Family Agency shall not accept placement of a Stanislaus County dependent child.
- C. Notwithstanding the above, CFSD employees should not be discouraged from developing mentoring relationships with dependent children. In the event that a mentoring relationship develops to the point that the CFSD employee wishes

placement of a Stanislaus County dependent child, these placements will be decided on a case by case bases. These case by case decisions will be made by the CFSD Assistant Director in consultation with the Leadership Team/Executive Team/County Counsel.

- D. All other CSA employees not assigned to the CFSD may apply to become foster/adoptive parents at CSA and may accept placement of Stanislaus County dependent children. These employees may also, if they wish, be referred to a regional office, a private Foster Family Agency/Adoption Agency and follow all appropriate procedures and guidelines for licensure.
- E. It is the policy of CSA employees to adhere to confidentiality while providing care for foster children placed in their care. It is important that CSA employees be on guard against having open discussions, such as in public areas or in hallways, with other CSA staff or employees, and to adhere to the confidentiality laws and regulations as they apply to county licensed foster homes, Foster Family Agencies, relative caregivers and extended family members.
- F. The fact that a child placed in a foster home is a dependent of the court (i.e. a foster child) is considered confidential. Foster parents may not identify the child to the general public as a "foster child". Situations arise with older children in public situations such as being at the mall or the grocery store at which time the foster parent may see friends or neighbors. The foster child (depending on age) should be introduced in a neutral manner such as "this is Mary...she is staying with us for a while", and not as "this is Mary...she's one of our foster children". Occasionally an article will appear in The Modesto Bee which references criminal activity in which children were taken into custody by CPS. Foster parents may not disclose to friends or family outside of their home that the child placed with them is the same child referenced in the newspaper, etc.
- G. This policy applies only to CSA employees seeking to be foster or adoptive parents. This policy does not apply in the event that a CSA employee is seeking placement by way of kinship/extended family relative cases.