

New Beginnings Family and Children's Services, Inc.
Policy Against Preferential Treatment

Intent: To ensure the integrity of the adoption process by prohibiting preferential treatment to clients with connections to the Agency regarding the placement of a child for adoption. Establish safeguards against preferential treatment.

Identifying Connected Clients: New Beginnings prohibits preferential treatment of clients who have other connections to the Agency. Connections to the Agency would be board members, contributors, volunteers, employees, consultants, independent contractors or relatives, and personal friends of employees or board members. Connections to the Agency are also relatives or personal friends of persons providing services abroad.

Ensuring No Preferential Treatment: When working with a Connected client, their connection must be transparent. The Director of Social Services must directly monitor the Client's case through the adoption process to prevent Preferential Treatment. Preferential treatment can occur in the documentation requirements and the approval of documentation, the assignment of a social worker, the home study's approval. Preferential treatment can be evident in the length of time for a referral, the assigned child's status, the type of child assigned, and the delivery of post-adoption or post-placement services.

Preferential treatment would be a concern whenever a connected client receives services or considerations different from a typical client similarly situated. If so, the Director of Social Services must present the reason(s) the disparity in treatment to the Adoption Committee. The Adoption Committee's determination is included in the Client's file.