

Staff / Volunteer Code of Conduct

We will **ALWAYS** be above reproach when interacting with campers both in and out of camp. Unfortunately, our world has become so stained that people are quick to judge. Our actions and intentions must always be pure and honoring to Christ. The subject of physical contact is so fragile with kids and should be taken with the utmost concern and seriousness by every staff member.

The following are guidelines for appropriate/inappropriate conduct with campers:

Touch

Appropriate

- a. handshakes and high-fives
- b. girls walking hand-and-hand
- c. short, congratulatory or greeting hugs
- d. arm around the shoulders
- e. piggybacks with young Campers
- f. leg sitting

Not Appropriate

- a. Private back rubs, arm tickles, massages, etc.
- b. Touching of private parts (no exceptions!)
- c. touching a child in anger, disgust, or frustration
- d. frontal hugs with opposite sex
- e. sexual embraces
- f. lap sitting
- g. kissing
- h. intimate wrestling or tickling

Talk

<u>Appropriate</u>	<u>Not Appropriate</u>
<ul style="list-style-type: none">a. verbal praise for achievement or behaviorb. verbal encouragementc. scripturally based teaching (non-sexual)	<ul style="list-style-type: none">a. compliments or questions relating to physique or body developmentb. sexual jokes, homosexual innuendoes, or bathroom humorc. swearing or vulgar languaged. verbal harassment or abusee. individual secrets or special giftsf. sexual coaching or conversation

Territory

<u>Appropriate</u>	<u>Not Appropriate</u>
<ul style="list-style-type: none">a. public one-on-one interaction (see policy below)b. group or public environments	<ul style="list-style-type: none">a. sitting or lying on a bed with a Camperb. private one-on-one interactions

Shower Protocol

Staff or campers shall never “sit around” or “walk around” the cabin or cabin area without a towel or clothing covering private areas. Towels must be worn at all times ...going to and from shower. (No exceptions!) It is against policy to display sexual body parts intentionally. (even if it's a joke)

Removal of shorts, tops (for girls), or swimsuits will NOT be allowed for swimming and ANY time.

One on One's

All one-on-one interactions with campers must be done in a public place with others visible. (Must be seen, but not necessarily heard) A third person is always encouraged in these settings.

NOTE: Any infraction of the above policy will be immediate grounds for dismissal with no chance of re-hire. A violation of one of these policies could not only be misunderstood by campers/staff, but result in legal consequences from parents. We are here to lead campers to Christ and not one of these policies is necessary to do that.

**For the safety of our campers, keep each other accountable
in love**

Weekly Safety Briefing

3 T's *(Review our organizations Code of Conduct)*

Touch: What is acceptable touch?

Talk: What is acceptable talk?

Territory: What are acceptable personal boundaries?

3 W's S: *(Review your role in the 360 degree Supervision using these three "reads")*

Who: Who are they? *(Identify the individuals as you observe them around property)*

Where: Where are they? *(Are they within the scope of where they're supposed to be and who they're supposed to be with at that given time?)*

What: What are they doing? *(Are their actions appropriate and within the boundaries of our code of conduct and schedule of activities?)*



3 R's *(Review of the Safe and Secure orientation)*

Recognize: Recognize what is acceptable and unacceptable behavior. *(By the use of our Code of Conduct)*

Resist: Resist unacceptable behavior. *(You have a right to say "NO" to anything that makes you uncomfortable or that goes against what you have been taught)*

Report: Report what makes you feel uncomfortable or if rules have been broken. *(Reinforce our reporting protocol. 1. Tell a counselor, Director. 2. Write a note and put it in the Comment Box. 3. Tell a nurse in the Health Center)*

