



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 jump to conclusions and assume inappropriate behavior. 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. side, short, congratulatory or greeting hugs
- c. arm around the shoulders
- d. piggybacks with young Campers

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, do your best to avoid and do not initiate
- e. sexual embraces
- f. lap and leg sitting
- g. kissing
- h. intimate wrestling
- i. tickling
- j. walking hand-and-hand with same gender

Talk

Appropriate	Not Appropriate
<ul style="list-style-type: none">a. Verbal praise for achievement or behaviorb. Verbal encouragementc. Biblically based teaching (non-sexual)d. Normal, healthy conversation	<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

Appropriate	Not Appropriate
<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

Modesty

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 timesgoing 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 and in a well lit area. (Must be seen, but not necessarily heard) A third person is always encouraged in these settings.

Consequences: 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.

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

Signature

Date