



## Statement of Guidelines Regarding Staff Conduct at Camp

### Creating a Physically and Emotionally Safe Environment for Children

#### **Staff Responsibility:**

I understand and accept that I am a caretaker of children and as a caretaker need to adhere to the following guidelines, which will be discussed and presented during orientation:

- Under no circumstances may staff members physically discipline or tease a child. This means no hitting, shoving, grabbing, arm twisting, bruising, wrestling, sitting on, tickling, “pantsing”, “rattailing”, wedgies, swirlies, paddling, pink bellies, or other forms of rough housing with campers.
- Physically restraining a camper may only be done to prevent a child from immediately harming himself/herself or others.
- Expressions of congratulations for good performance by campers (in sports or elsewhere) should be verbal or employ the current forms of “high fives” not slaps on the rear.
- A staff member should never be alone with a child at any time (this includes bunks, bathrooms, and trails).
- Staff may not use abusive or derogatory language with campers.
- The hand, the shoulder or the upper back are the most appropriate places for camper contact. There are other age appropriate ways as well i.e. campers up to age 9 may sit on counselors laps, and piggybacks are age appropriate for children up to age 11. No co-ed piggybacks should be given after age 11.
- Contact should never be against a child’s will (unless in the case of clear and present danger of the child or of other children).
- There is no “hazing” of campers by campers or staff.
- Campers will not be subjected to “initiation” rights.
- Staff will not give back rubs or any type of massages to campers or fellow staff members nor accept back rubs or massages by campers to counselors.
- Staff members may not form any romantic attachments with campers or CITs.
- Romantic lives of counselors should not be shared with campers.
- Under no circumstances should campers have an opportunity to observe, even inadvertently, sexual intimacy between counselors whether camp or on a camp trip.
- Photographs may not be taken of anyone at camp or at camp sanctioned events/activities who is inappropriately clothed.
- No pornographic material is allowed in camp or at any camp sanctioned events/activities.
- Staff members may not contact campers through email or the internet.