Camp staff code of conduct

BackPR

> Every staff member and volunteer reads and signs this before working with campers. It helps protect campers and staff. Breaking these rules may lead to dismissal.

Supervision

- Know where every camper in your group is at all times.
- Do head counts at every transition.
- Never leave a group without another staff member in charge.

Being alone with a camper

- Stay where others can see and hear you. If you must talk with one camper, do it in an open area in view of another adult.
- Never drive a camper alone. Drive campers only with another adult present and with the director's approval.
- Don't meet campers outside camp, babysit them or give them gifts unless the director approves it.

Touch and language

- Use appropriate touch only, such as high fives and side hugs.
- Follow the camp's bathroom and changing-area rules. Never be alone with one camper in a bathroom or changing area.
- Never withhold food, water or bathroom trips as punishment.
- No hitting, rough play, shaming or swearing.
- Don't discuss your private life, romance or anything sexual with campers.

Phones and social media

- Keep your phone put away while you're with campers, except for camp duties or emergencies.
- Don't post photos of campers on your own accounts.
- Don't text, message, follow or friend campers from personal phones or accounts.

Reporting

- Tell the director right away about any injury, incident or concern.
- If you suspect abuse or neglect, report it as the law and your training require, and tell the director unless they're involved.
- Telling the director doesn't replace your own duty to report if you're a mandated reporter.

Alcohol, drugs and tobacco

- No alcohol, drugs, tobacco or vaping at camp or in front of campers.

Agreement

I have read and will follow this code. Staff printed name _____

Signature _____

Date _____

Free to use and change, but not legal or medical advice. Check your state's licensing rules and your insurer's requirements, and have a lawyer review any consent or waiver language.

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