



2010 Camp STIX Personnel Code of Ethics

During the selection and staff training process, Camp STIX will make every effort to provide camp personnel with policies that govern our living and working in a healthy and safe environment. The following must be understood and agreed to, by all camp personnel. Violations of this code may result in the dismissal of the camp staff member.

- As a rule, campers requiring adult supervision shall not be left alone with a single adult. Adding an additional camper or adult will help avoid potential injury or abuse, and also the potential appearance of impropriety.
- Camp personnel will not abuse campers including:
 - Physical abuse: strike, spank, shake, slap
 - Verbal abuse: humiliate, degrade, threaten, use profanity
 - Sexual abuse: including inappropriate touching, or display
 - Mental abuse: hazing, negative manipulation
- Camp personnel will report any suspicions of abuse or neglect to the appropriate camp leadership (Camp Director or Medical Director) immediately in compliance with state reporting regulations.
- Camp personnel will treat with confidence and respect the personal information they have learned from or about campers, subject to the policies on reporting abuse and neglect.
- Camp personnel will treat campers of all ethnic, religious, and cultural backgrounds with respect and consideration.
- Camp personnel will use positive guidance techniques, including redirection, anticipation and/or elimination of potential problems, positive reinforcement, support and encouragement -- competition, comparison, criticism, or humiliating discipline techniques.
- Camp personnel will report any significant incident or accident immediately to the Camp Director and Medical Director.
- Camp personnel will portray a positive role model for campers, including but not limited to maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
- Camp personnel will not use profanity or discuss adult subject matter in the presence of campers.
- Camp personnel will dress appropriately for camp, according to guidelines sent out to staff before camp and discussed during staff training.

- Camp personnel will not use, possess, or be under the influence of alcohol or illegal drugs while at camp or camp training events.
- Camp personnel are prohibited from having firearms or other weapons while at camp
- Camp personnel will comply with the outlined activities and expectations of their defined jobs at camp and participate in all required activities prior to camper arrival (i.e. camp meetings and orientation)
- Camp personnel must be willing and prepared to assist campers in meeting daily personal needs.
- Camp personnel must accommodate and be sensitive to the developmental differences and abilities of individual campers
- Camp personnel will not accept gifts of goods or money from campers or their families.
- Camp personnel will not abuse, steal from, or show disrespect to their fellow staff, campers, or camp/personal property.
- Camp personnel will agree to all criminal and other background check information requested of them and must meet qualification standards established by the camp.

I understand and agree to adhere to all expectations and policies established by Camp STIX as explained above. I understand that failure to comply may result in dismissal.

Print Name

Signature

Date

If camp staff member is under the age of 18, the signature of his/her parent or guardian must also be provided below.

Print Parent/Guardian Name

Parent/Guardian Signature

Date

Revised MTS 6/10