

Camp Hertko Hollow , Inc. CAMP CODE OF CONDUCT

For the protection of campers:

- **Campers are not to be left alone without supervision at any time.**
- **Proper supervision helps to prevent potential injury and abuse.**
- **A staff person must never be alone with an individual camper.**

- Staff must not abuse campers Abuse includes:
 - Physical abuse: strike, spank, shake, slap
 - Verbal abuse: humiliate, degrade, threaten, use of profanity
 - Sexual abuse: including inappropriate touching or display; inappropriate conversation
 - Mental abuse: hazing, negative manipulation

- Staff must respect the personal information they have learned about the campers or from the campers, subject to the policies on reporting abuse and neglect.

- Staff must treat all campers equally, regardless of racial, ethnic, religious, sexual orientation and cultural backgrounds.

- Staff will report any suspicions of child abuse or neglect to the CHH Camp Director immediately in compliance with state reporting regulations. The CHH Camp Director will immediately report any such allegations to Y-Camp staff. The Y-Camp Executive Director will handle all abuse situations with the authorities.

- Staff will use positive guidance techniques including redirection, anticipation, elimination of potential problems, positive reinforcement, support and encouragement rather than competition, comparison, criticism, or humiliating discipline techniques.

- Staff will report any incident or accident immediately to the CHH Medical Director.

Staff conduct:

- Staff will portray a positive role model for campers, including maintaining an attitude of respect, loyalty, patience, honesty, courtesy, tact, and maturity. Staff with diabetes will follow all procedures for diabetes control & monitoring – same as the campers. Staff will follow (and will assist campers in following) all medical procedures outlined by the CHH Medical Director.

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- Staff will remain “on duty” at all times, except during their specified Personal Time off for break.

- Staff will not use profanity or discuss adult subject matter in the presence of campers.

- Staff will dress appropriately.

- Staff will not use, possess, or be under the influence of alcohol or illegal drugs while at camp. No smoking is allowed on the camp grounds. Staff are prohibited from having firearms or other weapons at camp.

- Staff must be willing to assist campers in meeting daily personal needs and be sensitive to the developmental differences and abilities of individual campers.
- Staff may not accept gifts of goods or money from campers or their families.
- Staff will adhere to the Y-camp policies, procedures and standards at all times.
- Staff will adhere to the CHH policies, procedures and standards at all times.
- Staff agree to criminal and child abuse background checks as directed.

For purposes of this policy, unless the context clearly indicates otherwise, "Staff" includes employees, independent contractors and volunteers at Camp.