

STANDARDS OF CONDUCT

NOTES TO FACILITATOR

Begin this rotation with a quick name whip of your choosing. Let them know this rotation is about standards of conduct and ethical behavior relating to campers and staff. During this rotation we'll be hitting on some heavy topics, like child abuse prevention and our role as mandated reporters in California.

While all staff new and old have heard been made familiar with these standards in past year and or during New Staff Orientation, it is important to reiterate these standards to ensure the expectations for their conduct while at Camp is clear.

Additionally, while the topics covered in this rotation are heavy, they are profoundly important for keeping kids safe.

Let's jump in!

Volunteer staff members are not allowed to have the following in their possession while at Camp:

- Weapons of any kind
- Alcohol
- Tobacco products, or related equipment (rolling papers, vape pen)
- Illegal drugs
- Fireworks and/or other explosives
- Obscene materials including pornography

Relationships with campers and fellow staff should always be friendly and supportive.

- Counselors must speak and act in a professional and respectful manner, fitting of the workplace
- Counselors must not display affection (physical or verbal) toward one another
- Counselors must refrain from displaying or discussing their relationships in front of campers

Staff are asked not to relate to current campers, regardless of the age of the Campers, outside of Camp approved activities.

- Staff are strongly discouraged from sharing their personal contact information or initiating contact with campers outside of camp. Contact includes in person meetings, phone calls, email, instant messaging, text messaging, personal exchanges on social networking sites, or regular mail.
- Additionally, staff are strongly discouraged from becoming 'friends' with, or 'following' or otherwise maintaining an ongoing direct connection to campers online.

Staff and campers alike are asked to follow the 'Rule of Three'

- Rule of Three: At any given time, anywhere and everywhere in Camp, we expect you to NEVER be alone with a camper, and for campers to never be alone with another camper. Always travel in groups of 3 or more. Every group of three should include a counselor, particularly when moving around Camp – even those quick trips to the cabin, or a stop at the med shed should ALWAYS include at least one counselor and 2 campers, or 2 counselors and a camper.

PROCEDURES FOR ETHICAL BEHAVIOR RELATING TO CAMPERS & STAFF

Child Abuse Prevention: Why are we talking about this?

About 1 in 7 children experienced child abuse and neglect in the last year. And this number is likely higher as children can't often advocate for themselves, and cultural standards still allow adults to use violence to discipline children.

At camp this means that nearly every cabin will have a camper who's experienced reported abuse, and we think it's important that you are at least a little prepared in case a camper discloses abuse.

- We want to encourage proper reporting
- Prevent abuse/future victims
- Stop current abuse
- Recognize signs of suspected abuse

What happens when we don't talk about it?

- Overreact
- Underreact
- Don't report - which is your legal requirement under CA law! You are a mandated reporter and can be held liable for failing to report child abuse when made aware.

Not talking about this, would put a child at risk, you and Camp too!

So we're mandated reporters, how do we know when to say something?

- If they tell you!
- If you hear them discussing it!
- If you see evidence!
- If you merely suspect something!

Stay tuned, in a minute not yet, we'll talk about how to respond when/if a camper discloses abuse. This response formula will also be useful if a camper shares other heavy stuff, like self-harm and/or suicidal ideation.

Before we talk about how to respond, let's talk a little bit about How to protect YOURSELF against accusations of abuse:

- Respect the child's privacy!
- Do not Abuse your power
- Healthy boundaries - physical, emotional, personal
- DO NOT be alone with a Camper
- No secrets. That's weird.

All interactions with campers should be:

1. **Appropriate** - normal job responsibility
2. **Observable** - in open view
3. **Interruptible** - can a passerby interrupt you

PROCEDURES FOR ETHICAL BEHAVIOR RELATING TO CAMPER & STAFF

Now let's talk a little about how to respond when a camper shares something heavy.

If a camper tells you they have been abused, or are struggling in other areas (self-harm, suicidal ideation, etc.) in or outside of Camp, please follow the follow steps when responding:

1. Stay calm and keep a neutral face.
2. Thank them for telling you and trusting you.
3. Believe them and praise them. Don't doubt them. Do not criticize
4. Listen to understand the facts.
5. Remember your job is NOT to investigate.
6. Tell them you will help, but don't make promises. Especially about keeping secrets.
7. No matter what, you MUST report everything UP to your immediate Support Director who will report to the Camp Director. Please let the camper know you need to tell your support, and that they will likely want to hear this disclosure directly from them.

If a camper tells you, I have something to tell you, but you can't tell anyone, remember you can NOT make that promise. If they choose not to tell you, drop it. But please let your direct support know.

Remember Staff - WE help create the Culture of Camp

How are WE interacting with each other as a team?

Are we keeping healthy boundaries?

We are here to be a:

- Mentor
- Ally
- Safe space creator
- NOT a mental health provider
- NOT their BFF
- NOT a Provocateur - be careful opening Pandora's box!

**AT Every Level of Camp, EVERY kid is your kid –
SEE Something, Say something**