

## Northeastern Pennsylvania Council, Scouting America

### CAMP STAFF CODE OF CONDUCT

#### and Statement of Understanding

**Statement of Understanding:** All staff members, both youth and adult, are selected based on their qualifications in character, camping skills, physical and personal fitness, and leadership qualities. As Council employees, all staff members (and their parents or guardians if under 18) agree to the conditions of the statement of understanding and code of conduct as a condition of participation, with the further understanding that serious misconduct or infraction of rules and regulations may result in termination and expulsion from camp. Each staff member is responsible for his or her own behavior. **All staff members are expected to abide by the code of conduct as follows:**

1. I will be guided by the Scout Oath and Scout Law and will obey all federal, state and local laws.
2. I will set a good example by keeping myself neatly dressed, groomed, in uniform and presentable.
3. I will attend all scheduled programs and participate as required in cooperation with other staff members and leaders.
4. I agree to follow the camp check-in and check-out procedures and to observe camp quiet hours.
5. I will be responsible for keeping my quarters and personal gear clean and neat. I will adhere to the Leave No Trace guidelines as member of the camp staff.
6. I understand that the possession or consumption of alcoholic beverages or illegal drugs or misuse of prescribed drugs is prohibited at camp. I understand that the purchase, possession, or consumption of alcoholic beverages off Council property must comply with state and federal law and must not affect my job performance.
7. Serious and/or repetitive behavior violations including use of tobacco, e-cigs, vapes and the like, cheating, stealing, dishonesty, swearing, fighting, and cursing may result in termination or disciplinary action.
8. I understand that gambling of any form is prohibited.
9. I understand that possession or detonation of fireworks or any explosives is prohibited.
10. I will not use cell phones, iPods, ear buds, or personal computers in program areas unless directed or authorized.
11. Neither the camp nor the Council will be responsible for loss, breakage, or theft of my personal items. I will label all my personal items. Theft on my part will be grounds for termination and expulsion from camp.
12. I will use camp equipment in a safe manner and for its intended purpose. I will demonstrate respect for camp property and be personally responsible for cleanliness and any loss, breakage, or vandalism of property.
13. I understand that staff members are prohibited from having firearms and weapons in their possession or on camp property, in accordance with federal local, and state laws.
14. I understand the importance of following all of Scouting's Youth Protection and safety policies and will follow those guidelines and report all violations that come to my attention.
15. Hazing has no place in Scout camp. As a staff member I agree to prevent and stop all hazing activities.
16. I will respect diversity—whether the differences be in physical characteristics or in perspectives.
17. I have the responsibility not to engage in behavior that constitutes discrimination or harassment in any way, including race, color, national origin, sex, religion, age, disability, or citizenship of an individual. This applies to everyone, including fellow staff members, campers, adult leaders, parents, and outside vendors.
18. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the camp director or the Scout executive.
19. I understand that sexual activity is prohibited at camp. Public displays of affection (hold hands, kissing, hugging) are not appropriate at camp. Personal relationships should not interfere the camp staff responsibilities or inter-staff relationships
20. I will comply with this code of conduct, the Scouting America's Scouters Code of Conduct and the policies printed in the **Camp Staff Guidebook**. Any violation may result in expulsion from the camp at my own expense.

**I have read this Code of Conduct and agree to abide by its contents:**

Staff Name: \_\_\_\_\_ Date: \_\_\_\_\_

Staff Signature: \_\_\_\_\_

**(If staff is under 18)**

Parent's Name: \_\_\_\_\_ Date: \_\_\_\_\_

Parent's Signature: \_\_\_\_\_