

Natural State Council Camp Staff Code of Conduct

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. By signing the letter of appointment, all adult staff members as well as youth staff members and their parents or guardians 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 U.S. federal laws, state laws, and local laws.
2. I will set a good example by keeping myself neatly dressed, presentable, and professional.
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 checkout procedures and to observe camp quiet hours.
5. I will be responsible for keeping my quarters and personal gear labeled, clean, and neat. I will adhere to all camp recycling policies and regulations. I will do my share to prevent littering of the campgrounds and agree to follow the principles of Leave No Trace.
6. I understand that the possession or consumption of alcoholic beverages or illegal drugs or the 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. I understand that serious and/or repetitive behavior violations including use of tobacco, stealing, dishonesty, swearing, and fighting may result in termination or disciplinary action.
8. I understand that gambling of any form is prohibited.
9. I understand that possession of lasers of any type and possession or detonation of fireworks is prohibited.
10. I understand that neither the camp nor the local council will be responsible for loss, breakage, or theft of my personal items. I will label all my personal items and check items of value at the direction of staff leaders. Theft on my part will be grounds for termination and expulsion from camp.
11. I will use camp equipment in a safe manner and for its intended purpose and will return the equipment in good condition.
12. I understand that staff members are prohibited from possessing firearms and weapons on camp property, in accordance with federal, state, and local laws.
13. I understand the importance of following Safeguarding Youth and safety policies and will follow those guidelines. I will report all violations that come to my attention.
14. Hazing has no place in Scout camp. As a staff member I agree to prevent and stop all hazing activities. I will respect all of my fellow staff, and campers. I understand that spreading rumors, gossiping, cliques, and any other actions that discriminate/prohibit the Scouting atmosphere in our camp will not be tolerated. I understand that my actions are a direct reflection of the Natural State Council, and will offer no disparaging remarks against the camp, its staff, or the council. All concerns should be directed immediately to the program director, camp director, or local scout executive, or their designee.
15. I will respect diversity, whether the differences be in physical characteristics or in perspectives.
16. 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.
17. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the program director, camp director, or the scout executive, or their designee.
18. I will comply with this code of conduct and the policies printed in the Camp Staff Handbook. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.

Staff Member Signature: _____

Date: _____

Parent/Guardian Signature: _____
(if under 18)

Date: _____

Camp Director/Administrator: _____

Date: _____