

# **Additional Guidelines for Camp Staff Working with Children or Youth**

Use these specific guidelines for Salvation Army camping programs in addition to the Safe From Harm Guidelines for Adults Working with Children or Youth

## **Contracting with Staff**

***In order to establish an “Envelope of Safety” with each other, I agree to the following:***

- That I will take responsibility for my own well-being;
- That I will approach camp matters in a mature and responsible adult way;
- That I will listen when others are sharing;
- That I will take personal risks (to share and be open) when I am ready;
- That I will ask for help if I need it;
- That I will be respectful of my fellow staff, by not sharing more with them than is relevant to camp or is fair to their sense of privacy;
- That I will respect my fellow staff, even if I don't know them or feel close to them;
- That I will support my fellow staff by applauding, listening, spotting, encouraging, pitching in, confronting or doing what seems helpful at the time in order to maintain a safe environment at camp;
- That I will have fun in ways that are physically, emotionally and spiritually safe to myself, campers, and others;
- That I will do what I need to do in order to maintain an envelope of physical and emotional safety during orientation and camp.

## **General Guidelines for Camper-Counselor Contact**

- I will never engage in physical contact with a camper when it would have the effect of over-stimulating the child;
- I may not use abusive or derogatory language with campers.
- In all dealings with campers, I should strive to RESPOND rather than REACT to children.
- I need to ask for help when I am unable to effectively discipline a camper.

## **General Guidelines for State Laws Pertaining to Child Abuse**

***I am aware of and understand the following:***

- The definition of a “mandated reporter”
- The purpose of child abuse laws
- That a report of child abuse is based on suspicion of abuse, not proven abuse
- The summary of procedure (time frame, reporting agency, information requested)

Appl. Initials \_\_\_\_\_

# General Guidelines for Staff and Counselor Responsibility

- I understand and accept that I am a caretaker of children.
- I understand that there is a clear power difference between me and the campers (money, mobility, authority, experience, knowledge, different set of rules...etc).
- I understand that inappropriate sexual contact with, or physical abuse of, a camper can have severe emotional and physiological effects on the camper that can last a lifetime. These effects can be so severe that they can require extensive professional intervention, which can be disruptive to the victim's life as well as time-consuming and expensive.
- Staff needs to be professional in all their relationships and understand there is a tendency for some campers to develop hidden or secret romantic fantasies about other staff.
- Counselors will set limits with children who "cling" or hang onto them.
- Tickling or teasing a camper to the point where the camper is out of control is unacceptable.
- Pillow fights or wrestling matches and the like can easily become over-stimulating and need to be limited and carefully supervised.
- Younger children should be encouraged to change their own clothes as much as possible.
- I also agree to the following:
  - ✓ To watch for signs of stress in myself and others as a way of maintaining a safe environment at camp.
  - ✓ To help other staff who seem at risk for hurting or abusing campers.
  - ✓ To alert supervisory personnel to dangerous or "at-risk" situations between campers and staff.
  - ✓ To ask for more supervision, intervention or support when needed.
  - ✓ To seek help if I feel at risk for hurting, over-stimulating or abusing a camper.

# General Guidelines for Staff Conduct

## ***I understand and accept the following:***

- That The Salvation Army's main concern is the spiritual welfare of each camper in keeping with its mission.
- That I will respectfully attend all religious services held at camp as is part of the camp program.
- That while employed by The Salvation Army, I will live up to the ideals and policies of The Salvation Army and conduct myself appropriately both on and off camp whether I am on duty or not and consider myself, while employed as a camp staff, a representative of The Salvation Army Camping and the camp which I am employed.
- That I have read, understood and will abide by the policy on drugs, alcohol and tobacco.

Appl. Initials \_\_\_\_\_

- That if I resign from employment, I will give one week's notice.
- That I have read and understood the policy on weapons.
- That I have read and understood the policy on harassment.
- That I have read, understood and will follow ALL rules mentioned concerning relationships with all other staff, including romantic relationships.
- That I will respect the facilities and use them with care.

By signing this document I am attesting to the fact that I have participated in and completed The Salvation Army Southern Territory's Safe From Harm training program specific to camping programs.

I have read the guidelines above. I agree to observe them faithfully:

Signature \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_

Witness \_\_\_\_\_ Date \_\_\_\_\_

Print Name \_\_\_\_\_

Appl. Initials \_\_\_\_\_