

Contracting with Staff

Name _____ Camp _____
(PRINT LEGIBLY) (PRINT LEGIBLY)

We will be working together during orientation,
sometimes in groups, sometimes in pairs, and eventually **as a team!**

To do this we will need to establish an **ENVELOPE OF SAFETY** for ourselves and each other,
since if we are ever going to create a safe place for our campers,
we must do it for ourselves first.

In order to establish and “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.

Signed

Date

1st copy sent to THQ Youth Department (attn: Territorial Camp Director)

2nd copy kept by the Camp Director (to be kept in the camp office)

3rd copy to be given to employee/staff member



Affidavit Regarding the Discipline of Children

Name _____ Camp _____
(PRINT LEGIBLY) (PRINT LEGIBLY)

I understand and accept the following:

1. I may, under no circumstances, hit a child.
2. I may not use abusive or derogatory language with campers.
3. I need to ask for help.
4. If I encounter a particularly difficult child I should seek the assistance of supervisory or administrative staff.
5. In all dealings with campers, I should strive to RESPOND rather than REACT to children.

Signed

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Affidavit Regarding General Guidelines for Staff

Name _____
(PRINT LEGIBLY)

Camp _____
(PRINT LEGIBLY)

I understand and accept the following:

- There is no “hazing” of campers by campers or staff.
- Campers will not be subjected to “initiation” rites that are abusive in any manner.
- There will be double coverage of campers by adults during changing times.
- Younger children should be encouraged to change their own clothes as much as possible.
- Campers will not be alone with a staff person in his/her quarters.
- A counselor will under no circumstances share a bed or sleeping bag with a camper.
- 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.
- Overnights need a minimum of two adult leaders. The two adults must be the same gender as the campers.
- Romantic lives of counselors can, under no circumstances, be shared with campers.
- Staff need to be professional in all their relationships and understand that there is a tendency for some campers to develop hidden or secret romantic fantasies about other staff.
- Whatever is done with campers should be done in the plain view of others.

Signed

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Affidavit Regarding General Guidelines for Camper-Counselor Contact

Name _____ Camp _____
(PRINT LEGIBLY) (PRINT LEGIBLY)

I understand and accept that when touching campers, the following guidelines should be followed:

- Only on the hand, shoulder or upper back;
- Never against a child's will (unless in the case of clear and present danger of the child);
- Never against a child's discomfort, whether expressed verbally or non-verbally;
- Only in the company of other adults;
- Never when it would have the effect of over-stimulating a child;
- Never in a place on a child's body that is normally covered by a bathing suit, unless for clear medical necessity, and then only with supervision by another adult.

Signed

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Affidavit Regarding General Guidelines for Counselor Responsibility

Name _____ Camp _____
(PRINT LEGIBLY) (PRINT LEGIBLY)

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.

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.

Signed

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**Affidavit Regarding General Guidelines for
State Laws Pertaining to Child Abuse**

Name _____ Camp _____
(PRINT LEGIBLY) (PRINT LEGIBLY)

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)

And by signing this document I am attesting to the fact that I have seen and understood the video entitled, “Being Smart, Playing Safe” or “Playing it Safe” with Bob Ditter.

Signed

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Affidavit Regarding General Guidelines for Staff Conduct

Name _____
(PRINT LEGIBLY)

Camp _____
(PRINT LEGIBLY)

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 Camping 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.
- 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.

Signed

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