



STAFF* CODE OF ETHICS

*The term "staff" refers to paid employees *and* volunteers working at Camp Discovery.

Staff:

1. understands and embraces the mission of Camp Discovery and willingly and knowingly accepts the concept that the focus and goals of the Camp are directed to the campers.
2. will never leave a camper unsupervised.
3. will not abuse campers including:
 - a. Physical Abuse – strike, spank, shake, slap
 - b. Verbal Abuse – humiliate, degrade, threaten
 - c. Sexual Abuse – including inappropriate touching
 - d. Mental Abuse – hazing, negative manipulation
4. will use positive guidance techniques, including redirection, anticipation of and elimination of potential problems, positive reinforcement, support, and encouragement, rather than competition, comparison, criticism, or humiliating discipline techniques.
5. must treat with confidence and respect, personal information they learned from campers, subject to the policies on reporting abuse and neglect, as referenced elsewhere in the Camp Discovery Staff and Volunteer Handbook.
6. will treat campers of all ethnic, religious, and cultural backgrounds with respect and consideration.
7. will portray a positive role model for campers, including but not limited to maintaining an attitude of respect, loyalty, patience, honesty, courtesy, tact, and maturity.
8. will not use profanity or discuss adult subject matter in the presence of campers.
9. will adhere to the dress code for camp. (See handbook)
10. will not use, possess or be under the influence of alcohol or illegal drugs during camp.
11. are prohibited from having firearms or other weapons while at Camp.
12. must be free of health or psychological conditions that might affect campers' health.
13. will comply with the outlined activities and expectations of their defined roles at Camp and all required activities prior to Camp that support their roles.
14. are prepared and willing to assist and support campers to meet personal daily needs.

15. will accommodate and be sensitive to the developmental differences and abilities of individual campers.
16. who do not have a pre-existing relationship with a camper will not fraternize with campers (babysitting, phone calls, email, private lessons) outside of Camp supervised activities or the Camp setting. Any exception to this policy requires written approval in advance from Epilepsy Foundation of Michigan's Camp Director.
17. will not offer gifts or money to campers or their families.
18. are required by Michigan state laws to report any suspected abuse or neglect of a camper to the Camp Director so that it may be reported to the authorities (Michigan Department of Protective and Regulatory Services and local enforcement agency). (See Handbook)
19. will not make personal disclosures to campers with an attempt to influence individual beliefs, values, or lifestyles. Promoting of religious or political agendas is prohibited (e.g. forcing campers to sing religious songs, say grace, or say prayers).
20. will adhere to the outlined policies, procedures and standards of Camp Discovery.
21. must agree to provide all criminal and other background check information requested of them and must meet qualification standards established by Camp Discovery.

Staff must comply with this Code of Ethics throughout placement with Camp Discovery and affiliation with the sponsoring organization. Compliance with the Code of Ethics is a condition of continued involvement with Camp Discovery. I understand that violation of the above standards may be regarded as engaging in unethical behavior, which could be grounds for immediate termination of roles and responsibilities.

Print Name _____

Signature _____

Date _____

