



### **Staff Standards (Code of Conduct)**

Bayview Christian Camp is a seasonal Christian camp and those serving on staff are to reflect basic Christian values and conduct. Staff members include anyone who works at Bayview Christian camp, either in a paid or volunteer position. Staff should be believers in the Word of God and profess a personal relationship with Christ. These standards apply for the duration of staff members service at Bayview Christian Camp.

#### **Staff Standards**

- A. Safety First: Staff are to conduct themselves in a manner that commits to the safety and well-being of themselves and others.
- B. Criminal Record Check: all staff age 18 and older are to provide an up to date criminal record check prior to the start of camp.
- C. Respect: Staff are to respect and value others, including their privacy and points of view. Staff are not to engage in any form of bullying towards others and are to refrain from gossip or talking badly about others.
- D. Cooperation: Staff are to cooperate with those in authority and to complete assigned tasks.
- E. Property Damage/Defacement: Staff are expected to use the facilities in a manner that will not cause damage or excessive wear to buildings, property, and equipment.
- F. Controlled Substances: Staff are to refrain from the use of tobacco products, alcoholic beverages, and non-medicinal drugs during camp.
- G. Cell Phones/Electronics: Staff are to limit the use of cell phones or electronics during camp. Cell phone use at night is permitted, and throughout the day on an as needed basis.
- H. Sexual/Relational Conduct: Staff are to avoid discussions about sexuality and refrain from sexual joking or innuendos with other staff and campers. Staff should avoid any circumstances that have the appearance of inappropriate physical intimacy.
- I. Dating: Staff are cautioned about staff dating. Dating relationships with other staff becomes a major distraction and often results in not serving at a peak level of performance; therefore, staff are not to start engaging in dating relationships with other staff during the summer session of camp. Staff already dating prior to coming to Bayview are asked to be discreet about these relationships and make the camp director or dean aware during the application process.
- J. Adult/Child Relationships: Staff are to observe the 2 to 1 policy with campers. Staff are not to be alone in private with campers. Keep physical touch appropriate and public.
- K. Staff Dress Code: staff dress is to be modest, appropriate (for the activity), and clean. Clothing, appearance and styles are to be modest and not cause a distraction. Shirts must cover the torso and underwear (including boxers, bras, etc.) should not be visible.

Warnings/Dismissals if any staff member violates the code of conduct:

1. The individual will be informed that the behavior is violating camp policy and be advised of the disciplinary action being taken.
2. Disciplinary action will include one or more of the following based on the nature and severity of the violation: warning, probationary condition, or dismissal on a temporary or permanent basis.