



Camp Mennoscah Association Abuse Prevention Covenant

- 1. Create a fun, safe and caring environment.** Place campers' well-being above your own.
- 2. Be aware of your position of power.** Role model healthy boundaries recognizing that campers, depending on their age and maturity, may not be able to distinguish fantasy from reality.
- 3. Use appropriate touch.** Do not touch any area of another person's body that is normally covered by a full bathing suit. Get a campers' permission before touching and make choices related to touch as if a parent is present.

Examples of appropriate touch: high five, side hug, touch on shoulder or upper back.
Examples of inappropriate touch: prolonged touch, piggy back rides, front hugs, tickling, back rubs, wrestling, holding on lap.
- 4. Use appropriate language.** Verbal and nonverbal communication have lasting positive or negative effects on others. Give careful consideration to personal information you share with campers. Be aware of your body language and tone of voice when communicating with campers.

Examples of appropriate language: encouragement
Examples of inappropriate language: flirting, sexual innuendos, slang, profanity, comments about one's physical appearance.
- 5. Assist campers and staff in setting limits.** Clear and appropriate boundaries help everyone feel safe and cared for. Communicate rules for behavior with those in your care. The camp experience can be demanding and draining. Be aware when you or others (campers or other staff) may need a break and arrange to take one.
- 6. Stop dangerous, at risk, or inappropriate behaviors.** Abusive behavior such as teasing, bullying, harassment, hitting or inappropriate touch will not be tolerated. Intervene to stop such behaviors and report them as needed to program director or camp director. Document your observations of such an incident on the Incident Report Form.
- 7. Follow the two staff rule.** Two staff persons will be present with or within line of site of any individual or group of campers. Two staff shall remain in the cabins at night.
- 8. Be aware of special needs of individual campers.** Respond to and care for campers who demonstrate unease, shyness, withdrawal, stress, overstimulation, and fear. Enlist help of other staff as needed to adequately address special needs or concerns.
- 9. Care for spiritual needs of campers.** Be aware that campers come from a variety of faith traditions. Avoid making general statements about any "category of persons" as a camper may identify themselves in that group.
- 10. Limit personal information shared with campers.** Relationships among staff should not interfere with relationships with other staff and/or campers. Staff shall refrain from public affection and from relating information about their romantic relationships with campers.
- 11. Refrain from the use of alcohol, tobacco and illegal substances.**

I have read the policy and expectations on this document and have been given opportunity to ask questions during staff training. By signing below, I promise to follow the policy and guidelines spelled out herein.

Signed _____

Date _____