



CAMP MENNOSCAH

Affidavit Regarding All Summer Staff Conduct and Camper-Staff Contact 2005

Name _____

Camp(s) _____

Guidelines for the Discipline of Children:

I understand and accept the following:

- 1) Counselors may, under no circumstances, hit a child.
- 2) Counselors may not use abusive or derogatory language with campers.
- 3) Counselors need to ask for help.
- 4) A staff member who encounters a particularly difficult child will seek the assistance of supervisory or administrative staff.
- 5) In all dealings with campers, counselors should strive to *respond* as opposed to *react* to children.

Guidelines for Camper-Staff contact:

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

- 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;
- 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 a clear medical necessity, and then *only with supervision by another adult*.

Staff Responsibility:

I understand and accept that I am a **care-taker of children**.

I understand that there is a clear **power difference** between myself and campers (money, mobility, authority, experience, knowledge, different set of rules).

I understand that inappropriate sexual contact with or physical abuse of a camper can have severe emotional and psychological effects on that camper that can last a lifetime. These reactions can be so severe; they can require intensive professional intervention which can be disruptive to the victim's life as well as time consuming and expensive.

Guidelines for Staff

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;
- 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 or her quarters;
- a staff member will, under no circumstances, share a bed or sleeping bag with a camper;
- staff members will set limits with children who "cling" or hang on them;
- counselors will not give back rubs unless another adult is present, and then only with clothes on;
- tickling or teasing a camper to the point where that camper is out of control is unacceptable;
- pillow fights or wrestling matches and the like can become over-stimulating in short order and need to be limited and carefully supervised;
- campouts need a minimum of two adult leaders. There needs to be at least one counselor present of the same gender as the campers;
- counselors sleeping together on campouts is grounds for dismissal;
- romantic lives of counselors can, under no circumstance, be shared with campers;
- male staff working with adolescent females need to be aware of the tendency for this group to develop hidden or secret romantic fantasies;
- *whatever is done with campers should be done in broad daylight, with company!*

Other Instructions:

I 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 the program or administrative directors to dangerous or "at-risk" situations between campers and staff;
- to ask for more supervision, intervention or support;
- to seek help myself if I feel at risk for hurting, over stimulating or abusing a camper.

By signing this document, I am attesting to the fact that I have seen the video tape entitled "Maintaining an Envelope of Safety – Guidelines for Camper-Counselor Contact" and have attended the Sexual Misconduct Workshop for Camp Menoscah.

Furthermore, I am attesting, by signing below, under penalty of perjury, to the fact that I have read over, understand and accept the rules, guidelines and standards of conduct outlined in this document.

(signed)

(date)

(witness)