

CAMP PITT DISCIPLINARY POLICY

Camp Pitt Disciplinary Policy for Campers, Staff and Volunteers. (3/12/12 Directors' Meeting)

The Camp Pitt disciplinary policy has been revised to: reflect the organization's desire to protect camper safety, promote healthy relationships among campers, volunteers, and staff; to make the policy more flexible for application on a case by case basis; to promote clarity of expectations and responsibilities of campers, volunteers, staff and parents/guardians; and to more easily communicate the policy to campers, volunteers, staff and parents/guardians. The entire disciplinary policy will be made available to campers, staff, volunteers, parents, guests and the general public upon request.

The disciplinary policy is organized around three sections: code of conduct, camp rules, disciplinary process.

Code of Conduct

Campers, staff, volunteers and guests are expected to conduct themselves in accordance with the camp code of conduct. The code of conduct is founded on "the Golden Rule" taught by Jesus which can be summarized as "treat others the way you want to be treated." Below are five areas of conduct which, if thoughtfully applied by campers, staff, volunteers and guests, will help promote an orderly environment for camp programs.

1. Safety--campers, staff, volunteers and guests shall conduct themselves in a manner which ensures their own safety and the safety of others participating in the camp program.
2. Cooperation--campers, staff, volunteers and guests shall make every effort to maintain a spirit of cooperation with each other in order to ensure a successful camp program.
3. Respect-- campers, staff, volunteers and guests shall be respectful in their interactions with each other and show respect for the rights and property of others.
4. Participation-- campers, staff, volunteers and guests shall make a reasonable effort to fully participate in the camp program to the best of their ability and in accordance with their specific responsibilities.
5. Honesty-- campers, staff, volunteers and guests shall demonstrate honesty and truthfulness in their actions and speech.

Camp Rules

The nature of the camp program requires a flexible schedule of rules which from time to time must be adjusted or amended for new and changing situations, program features and events. Below is a list of frequently encountered issues that arise in the course of the camp program but does not constitute a complete listing of all potential rules. Effort will be made by the camp organization to communicate new rules and changes to rules as they arise.

1. **Property Boundaries.** Campers, staff, volunteers and guests shall remain on camp property at all times while participating in or conducting camp programs, or shall remain within the area designated for camp programs to occur when participating in or conducting camp programs in alternate locations.

2. **Dress Code.** Modesty will prevail with regard to clothing. The Camp Dean applies what is appropriate and has the authority to ask anyone to change clothes that fall outside of the camp's guidelines. The following items are not permitted: offensive logos or art work; mini-skirts, spaghetti straps, tank tops, bare stomachs; pants or shorts that sag below the waistline; low-cut, revealing or tight-fitting tops, pants or shorts; pants or shorts with writing on the seat; two-piece swim suits or competition ("Speedo") swim briefs. Shorts must have a minimum 4" inseam. Shoes must be worn everywhere at camp except in the pool area and in the dorms.

3. **Curfew.** All campers and volunteers are required to be in the dormitories no later than 12 AM. Exceptions may be made on a case by case basis to accommodate program events as determined by the camp manager and program dean. The program schedule shall be considered the rule even when it prescribes an earlier curfew.

4. **Prohibited Items.** CELL PHONES ARE NOT PERMITTED AT CAMP for campers. Parents will be required to retrieve cell phones that are confiscated from campers. Pets, radios, CD players or any personal electronic media device (ie. tablets, laptops, gaming devices, MP3 players, iPods, GPS), magazines, toys, games, playing cards or prank item are prohibited. Tobacco products, drugs, alcohol or other controlled substances; weapons or explosives of any kind are prohibited. No food of any kind will be allowed in the dorms. Campers should not bring food of any kind to camp except for those with dietary concerns.

5. **Relationships.** The development of Christian fellowship and friendship among campers, staff and volunteers is encouraged at camp. Exclusive relationships (e.g. "dating," "going out" or boyfriend/girlfriend relationships) are forbidden at camp. Physical contact with others should be kept to a minimum and inappropriate displays of affection will not be tolerated.

6. **Language.** Speech that is suitable for Christian encouragement and edification will be the norm for campers, staff, volunteers and guests. Unwholesome, coarse, profane or vulgar language is prohibited.

7. **Schedule.** Everyone is expected to abide by the program schedule for the camp program they are attending.

8. **Supervision.** Campers are expected to be supervised at all times by camp staff or volunteers. Campers should make an effort to be in the company of other campers and under the supervision of camp staff or volunteers for all portions of the camp program. Staff and volunteers shall make every effort to exercise "two deep" supervision of campers. It is not appropriate for individual campers and staff to be alone without additional adult supervision. No one-on-one counseling or "prayer times" are permitted.

9. **Damages and repairs.** The camp organization will seek restitution and reimbursement for property damages and repairs resulting from reckless, careless or negligent actions of campers, staff, volunteers and guests.

10. Photography and video are prohibited in all residential areas of camp (e.g., dorms).

Disciplinary Process

As authorized by the camp board of directors, the camp manager and the program dean are responsible for the implementation of the camp disciplinary policy. Therefore, their decisions with regard to discipline are final.

The desire of the camp organization is for campers, staff and volunteers to participate fully in the camp program. In an effort to maintain consistent application of the camp code of conduct and camp rules a “three strikes and you’re out” system will be implemented. Warnings are allowed but not mandatory.

Additionally, if, at the discretion of the camp manager or program dean, the actions of any camper, staff, volunteer or guest become dangerous to themselves or others, disruptive to the camp program or disturbing to other campers, staff or volunteers, expulsion from the program and property is warranted without warning or “strikes.” In all cases where expulsion is prescribed, parents and/or guardians assume full responsibility and expense for retrieving their camper from the program, even if the program is held at an alternate location. Likewise, staff and volunteers bear their own responsibility and expense for their dismissal from camp programs. The camp organization will charge a fee equal to 100% of expenses it incurs as a result of expulsions and dismissals.

The camp code of conduct and important rules will be reviewed with campers and volunteers on the first day of their participation in a camp program. The entire disciplinary policy will be made available to campers, staff, volunteers, parents, guests and the general public upon request.

This policy revision shall be in effect upon an affirmative vote of the board of directors and remain in effect until rescinded by similar vote.