

# HIGH HILL VOLUNTEER CODE OF CONDUCT

As a High Hill Christian Camp volunteer, you represent Jesus Christ to our campers. The example of our staff and volunteers should be reflected in all aspects of life, including but not limited to matters of faith, conduct and appearance. Volunteers are an example to campers and others concerning the character of the camp's ministry and therefore staff members should endeavor to never exhibit any action or conduct that would result in the need for an apology.

## High Hill's volunteers are expected to have:

- |  |  |
|--|--|
| a strong desire to share Christ with campers | an attitude of respect for rules and authority       |
| a "team player" attitude                     | a growing relationship with Jesus Christ             |
| the needs of the campers put first           | a lifestyle that exemplifies the Fruit of the Spirit |

## Additionally, volunteers must observe the following policies:

**SPIRITUAL** – Christian maturity and growth do not happen by themselves. Each volunteer will be expected to set and maintain personal growth goals for Bible study and prayer life.

**PERSONAL CONDUCT** – We expect the conduct of all our staff and volunteers to be consistent with the Christian faith and ethics (selfishness and bad attitudes are not allowed). Conduct, which is immoral, illegal, or persistently contrary to the policies, procedures, and tradition of High Hill Christian Camp, may result in dismissal from the staff. Possession or use of alcohol, tobacco, and illegal drugs will not be tolerated. Foul language or obscene gestures will not be permitted. As an adult in charge, you should be familiar with all the camp policies on baptism, discipline, emergency procedures, counseling and the general camp rules. Do not feel bad enforcing these policies or rules as need be.

**CAMPER DISCIPLINE** - In situations where campers have broken rules or policies, High Hill Staff will enforce the discipline if needed.

**PERSONAL GROOMING** – You are to set an example for the campers. Modest dress is expected and required of all staff. No undergarments should be visible. Clothing with logos, words, or pictures should reflect well on the camp and should not be offensive.

**POSITIVE RELATIONSHIPS** – Your relationship priority is to build rapport and connect with the campers. Time spent apart from them is a neglect of your responsibility, unless you are on an assigned duty. Close bonds between adults is natural but should always be secondary to camper needs. Although the camp does not forbid couple romantic relationships between single volunteers, it is discouraged. If these relationships become a distraction to the others, corrective action will be taken. Counselors should never develop romantic relationships with campers. Likewise, displays of romantic affections are not allowed.

**SUMMER STAFF** - Unless you have been specifically assigned the supervision of summer staff members, it is not your place to correct or "help" summer staff members by correcting them. If you believe they are not performing their responsibilities, please bring it to the attention of the Director.

**CELL PHONES** – Adults may have their phones, but they should be VERY discreet in using them and with good judgement. Please make sure that all posts during the camp season reflect well on the camp and the Savoir we serve. Please respect any request by the camp Director to remove posts, pictures or video that might be perceived as detrimental to the reputation of camp.

**PROMPTNESS** – It is expected of all volunteers to be on time to meals, meetings, and program assignments. No adult should EVER be alone in a cabin or dorm with a camper.

**PRANKS & PRACTICAL JOKES** - Campers and faculty may not engage in food fights. Pranks, while fun, can often be detrimental to the atmosphere of camp. Pranks tend to lead to escalation quickly and can often times end in inappropriate behavior.

**PRIVACY/CONFIDENTIALITY** - Confidentiality will be maintained for all personal matters disclosed by campers to staff. Volunteers are encouraged to discuss matters with the Dean or Director if you are unsure of how to deal with a specific situation. You should never call a camper's parent without express permission from the Director. The camper's privacy will be maintained except in the following situations: A.) If the Director or Dean believes the young person is an imminent danger to themselves or others. B.) If evidence of abuse is present that has not been previously reported, proper authorities will be contacted. Parents will be contacted depending on the origin of the abuse.