



Camp Hi-Sierra  
Santa Clara County Council  
Boy Scouts of America  
970 W. Julian St.  
San Jose, CA 95126

## 2012 Summer Camp Staff Statement of Understanding and Code of Conduct

Staff Member Name (please print): \_\_\_\_\_

Statement of Understanding: All staff members, both youth and adult, (paid and volunteer) are selected based on their qualifications in character, camping skills, physical and personal fitness, and leadership qualities. By signing the 2012 Camp Staff Agreement, all adult staff members as well as youth staff members and their parents or guardians agree to the conditions of the Statement of Understanding and Code of Conduct as a condition of participation, with the further understanding that misconduct or infraction of rules and regulations may result in termination and expulsion from camp. Each staff member is responsible for his or her own behavior. All staff members are expected to abide by the Code of Conduct as follows:

1. I will be guided by the Scout Oath and Scout Law and will obey all U.S. federal laws, as well as local and state laws.
2. I will set a good example by keeping myself neatly dressed and presentable. My appearance at my interview, at the start of the summer, and throughout will be very similar.
3. I will attend all scheduled programs and participate as required in cooperation with other staff members and leaders.
4. I agree to follow the camp check-in and check-out procedures and to observe camp quiet hours.
5. I will be responsible for keeping my quarters and personal gear labeled, clean, and neat. I will adhere to all camp recycling policies and regulations. I will do my share to prevent littering of the campgrounds and agree to follow the principles of Leave No Trace. I will follow camp guidelines for electronic equipment and food in my quarters.
6. I understand that the possession or consumption of alcoholic beverages or illegal drugs or misuse of prescribed drugs is prohibited at camp. I understand that the purchase, possession, or consumption of alcoholic beverages off council property must comply with state and federal law and must not affect my job performance. I agree to be sober while on camp property, both on-duty and off-duty, and understand that being intoxicated or under the influence of alcohol or illegal drugs while at camp will be grounds for immediate disciplinary action up to and including termination.
7. Use of tobacco, cheating, stealing, dishonesty, profanity, or fighting will be grounds for immediate disciplinary action up to and including termination.
8. I understand that gambling of any form is prohibited.
9. I understand that possession of lasers of any type and possession or detonation of fireworks or ammunition is prohibited.
10. Neither the camp nor the BSA local council will be responsible for loss, breakage, or theft of my personal items. I will label all my personal items and check items of value at the direction of staff leaders. Theft on my part will be grounds for termination and expulsion from camp.
11. I will use camp equipment in a safe manner and for its intended purpose and will return the equipment in good condition. I will follow BSA rules and safety guidelines as I participate or lead program activities, including climbing, swimming, boating, biking, hiking, and camping.
12. I understand that staff members are prohibited from having firearms and weapons in their possession or on camp property, in accordance with U.S., local, and state laws. If I fish, I will have a fishing license.

13. I agree to follow all traffic and driving rules, park in designated spots, and transport other persons in accordance with all laws and BSA policies. I will not use another person's vehicle without their permission.
14. I understand the importance of following BSA's Youth Protection and safety policies and will follow those guidelines and report all violations that come to my attention.
15. Hazing has no place in Scout camp, nor does running the gauntlet, belt lines, or similar physical punishment. As a staff member I agree to prevent and stop all hazing activities.
16. I will respect diversity—whether the differences be in physical characteristics or in perspectives.
17. I have the responsibility not to engage in behavior that constitutes discrimination or harassment in any way, including race, color, national origin, sex, religion, age, disability, or citizenship of an individual. This applies to everyone, including fellow staff members, campers, adult leaders, parents, and outside vendors.
18. Pornographic material is prohibited in camp. This includes the distribution of any printed material that slanders another person, production and distribution of any printed material that is un-Scout-like. I have the responsibility to report any infraction to the camp director or the Scout executive.
19. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the camp director or the Scout executive.
20. I expect to make great friendships with other staff members this summer. I will fraternize with persons of the opposite sex while on duty in ways that are consistent with the values of the Scouting program and does not interfere with camp program or services. If another person indicates that a relationship or friendship is unwanted or undesired, I will respect their wishes and not harass, email, phone, or bother the other person after I have been told to stop.
21. I will protect and honor the privacy of all Scout campers. As a Scout, I will be friendly and courteous. I realize that younger Scouts look up to staff members as role models. I will be careful to form appropriate friendships with Scouts that honor their privacy, their parent's wishes, and lift up the values of Scouting in my daily life. I understand that friendships have appropriate boundaries and relationships between staff and campers are discouraged.
22. I know that this Code of Conduct has been established to provide a safe working place for me and my fellow staff members. I recognize that this Code applies specifically to me during my time on camp staff. I intend to have my conduct while on-duty, off-duty and after camp season reflect favorably upon the camp and the Boy Scouts of America.
23. I will also abide by this Code at any other time that may be construed as a Boy Scout function or related event.
24. I will comply with this **Code of Conduct**, the **2012 Camp Staff Agreement**, the **Camp Staff Job Descriptions**, and the policies printed in the **2012 Camp Staff Manual**. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.

Staff Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature (if staff is a minor) \_\_\_\_\_ Date: \_\_\_\_\_