

# Narragansett Council - Boy Scouts of America

## Yawgoog Scout Reservation

### 2019 Camp Staff Code of Conduct

**Statement of Understanding:** All staff members, both youth and adult, are selected based on their qualifications in character, camping skills, physical and personal fitness, and leadership qualities. By signing the letter of appointment, 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 serious 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, local and state laws.
2. I will be familiar with and, as may be appropriate under the circumstances, follow and require others to follow:
  - a. The Guide to Safe Scouting: [www.scouting.org/scoursource/HealthandSafety/GSS](http://www.scouting.org/scoursource/HealthandSafety/GSS)
  - b. Sweet Sixteen of BSA Safety: [www.scouting.org/scoursource/HealthandSafety/Resources/sweet16](http://www.scouting.org/scoursource/HealthandSafety/Resources/sweet16)
  - c. BSA Youth Protection Policies and Guidelines, including mandatory reports: [www.scouting.org/YouthProtection](http://www.scouting.org/YouthProtection)
3. I will respect and abide by the Rules and Regulations of the Boy Scouts of America and BSA-provided training, including but not limited to:
  - a. Unauthorized fundraising activities
  - b. Advocacy on social and political issues
  - c. Prohibition of all sexual related activity
  - d. Prohibition from taking photos of anyone without their permission with cell phone, camera or any other device.
4. I confirm that I have disclosed fully to the Scout Executive or Reservation Director any of the following in which I was the subject:
  - a. Any criminal charges or convictions of a crime or offense involving abuse, violence, sexual misconduct or any misconduct involving minors or juveniles.
  - b. Any investigation or court order involving domestic violence, child abuse or similar matter.
  - c. Any criminal charges or convictions for offenses involving firearms or dangerous weapons.
5. I will not possess, distribute, transport, consume or use any of the following prohibited items at camp:
  - a. Concealed or unconcealed firearms, fireworks or explosives unless required because of my position as a camp staff member.
  - b. 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.
  - c. I understand the possession of pornography in any form: electronic, magazines, drawings, or in any other media is strictly prohibited.
6. I understand that the possession or consumption of alcoholic beverages, marijuana 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.
7. Serious and/or repetitive behavior violations including use of tobacco, vapes, e-cigarettes, mods, wax vape pens, herbal vaporizers, cheating, stealing, dishonesty, swearing, fighting, and cursing may result in termination or disciplinary action.
8. I understand that gambling of any form is prohibited.
9. I will not house or harm any domestic animals or wildlife, except for that acquired through lawful, authorized hunting/fishing.

## 2019 Camp Staff Code of Conduct (continued)

10. I understand that possession of lasers of any type and possession or detonation of fireworks are prohibited.
11. I will treat BSA property and equipment with respect.
12. I will not transport any Scout or operate any motorized vehicle owned or used by the camp without authorization and, when required, will adhere to safe driving practices consistent with my training.
13. I will set a good example by keeping myself neatly dressed and presentable.
14. I will attend all scheduled programs and participate as required in cooperation with other staff members and leaders.
15. I agree to follow the camp check-in and check-out procedures and to observe camp quiet hours. I will not leave camp for any reason without checking out with the camp director or his/her designee.
16. 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 part to prevent littering of the camps sites, trails and facilities and agree to follow the principles of Leave No Trace.
17. Neither the camp nor the Narragansett 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.
18. I will use camp equipment in a safe manner and for its intended purpose and will return the equipment in good condition.
19. 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 report all such activities to the Reservation Director.
20. I will respect diversity—whether the differences be in physical characteristics or in perspectives.
21. I have the responsibility not to engage in behavior that constitutes discrimination or harassment in any way, including race, color, national origin, gender, religion, age, disability, or citizenship of an individual. This applies to everyone, including fellow staff members, campers, adult leaders, parents, visitors and outside vendors.
22. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the Reservation Director or the Scout executive.
23. I will comply with this Code of Conduct and the policies printed in the Camp Staff Handbook. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.
24. I understand that camp staff members may enter and visit with other staff members only when given permission by the inhabitant and when BSA Youth Protection Policies and Guidelines are followed. At no time should Adult Leaders or campers enter the living quarters of any Staff member.
25. I understand that camp staff members must announce themselves prior to entering leader and camper tents or adirondacks to insure the privacy of those individuals when performing daily campsite visitation. At no other time should staff enter leader and camper tents or adirondacks without the permission of the inhabitants. At all times BSA Youth Protection Policies and Guidelines must be followed.
26. I understand that sexual activity is prohibited at camp. Public displays of affection (hold hands, kissing, hugging) are not appropriate at camp. Personal relationships should not interfere with camp staff responsibilities or inter-staff relationships.

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

Parent Signature : \_\_\_\_\_ Date: \_\_\_\_\_  
(if staff is under the age of 18)