

## ----CAMP 2026 STAFF CONTRACT ----

*The purpose of this contract is to verify that each participant fully understands and accepts the challenges and expectations of being a counselor at this program. You may be asked by the CAMP board to leave at any time should you abuse or disregard any of the contract terms. The decision of the CAMP Board is final.*

1. My first priority is to the health, safety & welfare of the campers the entire week of CAMP.
2. I will be a positive role model for the campers, by following this contract & the staff training provided, throughout the CAMP week with my actions and words.
3. I will keep my cabin and/or areas assigned to me clean throughout the camp week. This includes cleaning my area before inspection to check out on the final Saturday.
4. I will follow all safety rules/laws established by CAMP, the State of Ohio, and the Ohio Department of Natural Resources/Tar Hollow State Park.
5. I will provide proof of insurance to the CAMP Board if transporting campers anytime during the camp week.
6. I will show respect to guest speakers, CAMPers, and other CAMP staff at all times.
7. I will complete all mandatory trainings (on-line or in-person) prior to arriving at Tar Hollow and, in addition, attend daily staff meetings/trainings during the week of camp.
8. I will be punctual to all camp activities including daily staff meetings, unless otherwise assigned.
9. I will never be in a secluded area with any CAMPer under 18 years of age. If I find myself in this situation, i.e. shower house, I will notify my direct supervisor immediately after the occurrence. An incident report should be completed upon request.
10. I understand CAMP's policy prohibits all forms of harassment which including sexual, racial, or religious.
11. I will not possess any type of alcohol or be under the influence of any type of alcohol at any time while at camp.
12. I will not possess any illegal drug or drug paraphernalia or be under the influence of any illegal drugs at any time while at camp.
13. I will not bring weapons to CAMP. (Does not apply to CAMP class related activities) Persons with a conceal/carry permit - who wish to "carry" at CAMP must notify and have prior permission from the CAMP Director.
14. I understand that there is to be no intimate relationships between staff and campers.
15. I understand I must wear appropriate clothing including shoes. (Flip-flops or sandals, open toe shoes are unsafe and discouraged. Shower shoes are permitted in appropriate areas.)
16. I understand use of the camp WI-FI is permitted only before 7am and after 10pm unless it is for CAMP business. (This includes mobile phones and tablets). Mobile phones are not to be used at any time in the presence of a CAMPer.
17. I will not defame/slander/gossip about the CAMP program, CAMP Board members, SFA Board members, other staff members or campers before, during or after the program is held. All differences should be handled between you and your immediate supervisor or the member of the CAMP board.
18. Smoking or the use of smokeless tobacco, e-cigs or vape pens is only permitted in the meadow when the staff member is free from assigned responsibilities and NEVER in sight of a camper. The golf carts SHALL NOT be used to transport smokers to the meadow. All Cigarette butts MUST be cleaned up and disposed of properly each time.
19. I understand I must wear my name tag at all times.
20. I give CAMP permission to use my personal information for a criminal background check and driving record.
21. I understand that violating any part of the staff contract may result in being dismissed from staff and asked to leave CAMP