

## YOSEMITE SIERRA SUMMER CAMP HIGH ROAD TRADITIONS

Each member of YSSC's Summer Staff Family will agree to the following **Code of Conduct** known as High Roads Traditions. These behavior standards enhance staff unity, protect campers and increase the effectiveness of our camp ministry.

1. I will, in word, deed and attitude, serve Christ to the fullest by being a team player and modeling respect, loyalty, honesty, patience, courtesy, tact, maturity, compassion and encouragement.
2. I will refrain from using alcohol, drugs (including marijuana), electronic cigarettes, vape pens and tobacco products during my term of summer employment, including illegal use of legal drugs.
3. I agree to keep my appearance neat, clean and well groomed. I understand that unnatural hair color is not permitted. I will model an appropriate dress code using discretion, including swimwear. Skinny-dipping is prohibited. Cover-ups or shirts need to be worn over swimsuits at mealtime. Clothing with inappropriate logos or advertising, skimpy, tight or low hanging clothing is not acceptable.
4. I will only wear pierced jewelry in my ears (if applicable) for the duration of the summer and agree to remove any extra pierced jewelry before my contracted start date.
5. I understand that tattoos are to be discussed during the application process, and if deemed by camp leadership as inappropriate for the YSSC setting, they will be kept covered during the duration of my employment.
6. I commit to furthering my personal spiritual growth throughout the summer, including being involved in all staff fellowship and Bible study opportunities including morning "Staff Reload".
7. I understand my need for sufficient sleep each night and agree to abide by the established "lights out" schedule for staff of 11:30pm.
8. I will not raid (Staff or Campers).
9. I will respect the Kitchen Staff and promote the health and safety of the camp by staying out of the camp kitchen unless I am assigned to work there.
10. I will not transport campers in a private vehicle unless previously authorized.
11. As YSSC strives for an environment free of electronic distraction, I will abide by Camp's no/low tech guidelines. Except for programmed activities, all electronics are restricted for Campers. iPhones or other MP3 players are permitted for Maintenance Staff chores, in the dish room, and in Non-Counseling Staff housing (at an appropriate volume). Cell phones are not permitted in the presence of campers or during work hours even for use as cameras or watches.
12. I will refrain from entering the housing of staff and campers of the opposite sex. I understand that campers are forbidden from entering staffing housing.

13. I will put Campers first. At YSSC, our priority is the convenience and service of our Campers (rather than Staff). Campers have first priority concerning the use of all camp facilities and equipment. It may be necessary for Staff to change housing, parking spaces, day off activities, etc. during the course of the summer.

14. I will strive to never leave campers unsupervised.

15. I will not "counsel" a Camper of the opposite sex unless that Camper's counselor or head counselor is present. In addition, I will make every effort to follow the "Rule of 3", conduct/supervise private activities in pairs and hold one-on-one conversations and activities in public view.

16. I commit to use positive techniques for guidance of children as will be detailed during Staff Training and in the YSSC Camper Discipline Policy. At no time will I behave in an abusive manner towards any member of the YSSC community, including physical, verbal, sexual, and emotional abuse, and neglect. I understand that any type of abuse will not be tolerated and may be cause for immediate dismissal.

17. I understand that profanity, inappropriate/slanderous/racial jokes, bullying or harassment of any kind toward a member of the camp community is prohibited.

18. I will abide by Camp's dating guidelines. Dating relationships between staff and campers are strictly forbidden. Dating relationships among Staff will be extremely discrete and will be handled with modesty and respect for the entire camp. Disregard for job responsibilities or inappropriate signs of affection will be addressed.

19. At the end of YSSC's summer program, I commit to thoroughly cleaning my housing unit to the satisfaction of the Supervisor and pay off my canteen charges, including water ski fees, etc. before departing camp.

20. I understand that my presence on the web is public and reflects on my ministry with camp as well as YSSC's reputation. I agree to abide by YSSC's Social Media Integrity Policy including respectful posting of comments, photos, and appropriate communication with both Staff and Campers.

21. I will abide by and participate in all recommended Covid-19 Protocols adopted by YSSC in order to support the safest and healthiest camp community possible. I acknowledge that these Protocols may change throughout the summer season.