

CAMP NUTIMIK CODE OF CONDUCT

In our ministry roles as Christian leaders of children and youth we are held to higher standards of behavior. The goal of our code of conduct is to honor one another, to avoid the very appearance of evil, to avoid creating a stumbling block for fellow staff or campers, and to be Christ-like role models to the children and youth within our influence.

Staff members are expected to conduct themselves, both at work and away, in a manner that will enhance, not discredit, the Lord and the work of Camp Nutimik. Furthermore, a breach of the Code of Conduct, Statement of Faith, or the Harassment and Abuse policy is grounds for, and may result in, dismissal.

The following policies have been approved by the Camp Nutimik Board of Directors, on various matters of staff conduct:

CONDUCT WITH OUR CAMPERS

Staff should always avoid situations with children and youth which could in any way be misconstrued as being indiscreet. Staff should generally build their closer relationships with children and teenagers of the same gender; likewise, private counseling situations with the opposite gender should generally be avoided. There is an increasing sensitivity about staff expressing concern for youth in any physical way whatsoever, and there are an increasing number of cases where such affection has been misunderstood. Therefore, indoors or out-of-sight counseling situations should be avoided whenever possible, and if deemed necessary within the discretion of the cabin leader, a third person, i.e. another cabin leader, should be invited to sit in on a session. It is best that all "counseling" sessions take place in a highly visible area, yet offering adequate privacy.

STAFF DRESS CODE

The following dress code is in effect at Camp Nutimik and applies to staff whenever they are on site. It is our hope that modest and appropriate dress becomes a lifestyle, not just rules followed during camp program.

Swimwear shall be worn at the beach or beach volleyball court only and not on the grounds while engaged in any activities other than returning to your cabin to change, unless deemed appropriate by the Program Director for special camp activities.

Girls – Modest swimwear is required. One piece swimwear is preferred but if this is not possible, at least a t-shirt and possibly shorts will be required.

Guys – No bare back on the grounds except at the waterfront, volleyball court, and when authorized by the Program Director for special camp activities.

Clothing must be modest, completely covering undergarments. Shirts should provide adequate coverage of midriff (even with hands raised) and cleavage. Shorts and pants should ride high enough to completely cover backside and undergarments. We encourage slightly longer shorts, and a minimum guideline for skirts is that it extends beyond the fingertips when one's hands are at their side. We suggest that if you are in doubt about an item, do not bring it to camp.

Bare feet and wet footwear are not permitted in the dining hall. Socks or dry shoes/sandals must be worn past the entry way. No open-toed or water footwear may be worn when working in the kitchen.

Application of tattoos or body piercing to any part of the body while under contract is

discouraged, with the exception of the ears. If a tattoo or body piercing already exists, it must be discussed with the Program Director. The number of ear piercings permitted is at the discretion of the Program Director.

Clothing with questionable or inappropriate symbols and/or words should not be worn. Administrators have the right to ask a staff to not wear clothing items if deemed inappropriate for reasons other than those listed.

Hats are not permitted to be worn in the Chapel for sessions or worship related activities or in the dining hall at meal/snack times.

Camp Nutimik reserves the right to revise the dress code at any time without notice.

ALCOHOL

Consumption of alcohol during the camp program or on Camp Nutimik property will result in immediate dismissal. Drunkenness on the part of any staff member at any-time, anywhere, will also result in immediate dismissal.

SMOKING

It is the policy of Camp Nutimik that all staff abstain from smoking. Smoking on Camp Nutimik property or during its summer ministry events is absolutely prohibited, and will be grounds for dismissal.

ILLEGAL DRUGS

Total abstinence while serving in the Camp Nutimik ministry is required. Use, possession, and/or trafficking in illegal drugs anytime and anywhere will result in immediate dismissal.

LIVING ARRANGEMENTS

Single staff must not share over-night accommodations with others on a co-ed basis at anytime or anywhere while serving in the Camp Nutimik summer ministry. Our policy will also be that at no time will staff of the opposite sex be in each other's rooms in pairs. Such behavior will be grounds for dismissal. Opposite sex staff may visit in each other's rooms when there are at least three people present and the door is left open.

MOVIES, MUSIC AND OTHER MEDIA

All media on Camp Nutimik property must meet with the approval of the Board of Directors or its designates. On or off-site movies that are G or PG may be viewed without permission. PG-13 and higher rated movies must be authorized by the Program Director before viewing. Music that is played publicly must be either Christian or strictly instrumental in nature, unless it is offsite and in your car. Be flexible, and considerate of each other's genre and volume preferences.

On-site secular music must only be heard in the privacy of your own ears, and may be prohibited if it is deemed offensive in any way. Exceptions may be granted for special camp activities. *Note: Instrumental versions of lyrical music, as well as music produced by the likes of Disney, U2, and other "neutral" or quasi-Christian bands will not be permitted for public hearing under normal circumstances.*

Staff can expect some restrictions on their use of personal electronics (e.g. iPods, cell phones) during the regular camp day.

SEXUALITY

In accordance with our statement of faith, any sexual activity between and involving individuals outside of a heterosexual, monogamous marriage relationship is strictly prohibited and will constitute grounds for dismissal. This includes, but is not restricted to, pre-marital sex, extra-marital sex and homosexual activity.

OTHER

Camp Nutimik also prohibits – gambling, involvement in sectarian or cult groups, abortion or support of organizations promoting abortion; racist conduct or language; the use of profane or blasphemous language; and behavior contrary to the Criminal Code of Canada. Any violation of any one of the above as interpreted by the Camp Board of Directors and its' designates may result in immediate dismissal.

CONCLUSION

Where there is a breach of the Code of Conduct, whether it results in dismissal or not, the overriding goal of Camp Nutimik shall be redemptive – seeking acknowledgment of wrong doing, repentance and restoration of broken or damaged relationships.

Revised – January 7, 2013