

BFWC Staff/Volunteer/Camper Code of Conduct

We will **ALWAYS** be above reproach when interacting with minors within our organization.

Our actions and intentions must always be pure and honoring to Christ. The subject of physical contact is so fragile with kids and should be taken with the utmost concern and seriousness by every staff and faculty member. The following are guidelines for appropriate/inappropriate conduct with minors towards minors and adults toward minors or other adults:

TOUCH

APPROPRIATE	NOT APPROPRIATE
<ul style="list-style-type: none"> • Handshakes and high-fives • Younger girls/boys walking hand-and-hand • Short, congratulatory or greeting hugs • Arm around the shoulders • Piggybacks with young Campers • Pats on head/shoulders/back 	<ul style="list-style-type: none"> • Private back rubs, arm tickles, massages, etc. • Touching of private parts (no exceptions!) • Touching a child in anger, disgust, or frustration • Frontal hugs with opposite sex • Sexual embraces, kissing • Lap sitting • Physical punishment as a form of discipline • Intimate wrestling or tickling

TERRITORY

APPROPRIATE	NOT APPROPRIATE
<ul style="list-style-type: none"> • Public one-on-one interaction • Group or public environments • Private conversation in "eye shot" of other 	<ul style="list-style-type: none"> • Sitting or lying on a bed with a minor • Private one-on-one interactions • Sharing a shower stall or toilet stall

<p>individuals with the knowledge of others</p>	<ul style="list-style-type: none"> • Walking around the cabin undressed • After dark interactions outside of lighted areas • Pranks that involved the damage of personal property • Pictures or videos taken in dormitories and restroom areas are forbidden.
---	---

TALK

<p style="text-align: center;">APPROPRIATE</p>	<p style="text-align: center;">NOT APPROPRIATE</p>
<ul style="list-style-type: none"> • Verbal praise for achievement or behavior • Verbal encouragement • Scripturally based teaching • Conversational topics (likes, dislikes, struggles, issues they are facing) • Items of a sexual nature should be gender based; age appropriate in a group setting. 	<ul style="list-style-type: none"> • Compliments or questions relating to physique or body development • Sexual jokes, homosexual innuendoes, or bathroom humor • Swearing or vulgar language • Individual secrets or special gifts • Sexual coaching or conversation • Any conversation that encourages sinful behavior (i.e. drug use, pornography, homosexuality, under- age drinking, adultery, sex before marriage, lying, stealing) • Harassment, *bullying, ridicule, excessive teasing

*Bullying is when someone repeatedly and on purpose says or does mean or hurtful things to another person. Inappropriate behavior that leads to dismissal may or may not constitute bullying.

Reporting of Inappropriate Behavior:

Faculty Observed:

Take immediate action to correct the behavior if it involves a camper. Notify the Program Director if behavior is not corrected. If it involves a staff members or faculty member notify the Program Director or Executive Director immediately

Camper Observed:

Report immediately to an adult, if inappropriate behavior is by a camper. If inappropriate behavior is by an adult, tell another adult other than those in your cabin.

Consequences:

Any infraction of the above policy will be immediate grounds for dismissal whether you are a paid staff member, volunteer faculty member or a camper. A violation of one of these policies could not only be misunderstood by campers/staff, but result in legal consequences.