

## **Expectations and Policies for staff of the Bar 717 Ranch/Camp Trinity**

In what follows you will find brief descriptions of our expectations about the behavior of staff members while living and working at Camp. After reading these over, you may feel that some of our expectations infringe upon your personal freedom. This is not our intent. Keep in mind that as staff members you will be influential role models to children. Our expectations for staff behavior are designed to insure that Camp is a positive, constructive and meaningful experience for all the members of the Camp Trinity community. These policies are developed from seven decades of experience in camping, and we take them very seriously. Please read them carefully before filling out your application.

### **Safety**

Safety is the most important consideration in every decision you make. You will NEVER knowingly place yourself or campers in an unsafe situation. You will always opt for thoughtful restraint and the safest option. There is no place in camp for recklessness, danger, or irresponsibility.

### **Alcohol**

The use or possession of alcoholic beverages is prohibited in Camp, or on Camp trips. We expect that staff members will not arrive at Camp or return to Camp from time off showing the effects of alcohol use.

### **Smoking**

Smoking or the use of tobacco products by resident staff is prohibited while in Camp, or while on Camp trips. Due to the potential for wildfires, smoking is prohibited by the Forest Service in the National Forests for the majority of the summer months.

### **Drugs**

The use, sale or possession of any non-prescription illegal drugs during the duration of your contract with the Bar 717 Ranch/Camp Trinity is prohibited. Use, sale or possession of illegal drugs at any time during your employment will be considered grounds for immediate termination of your contract.

### **Weapons**

Weapons are absolutely out of bounds and not tolerated at Camp for all staff and campers. Anyone in possession of guns of any kind (pistols, rifles, pellet guns, etc.), switchblades or large knives, martial arts weapons, etc. will be asked to leave Camp immediately.

### **Participation**

Your JOB is to PARTICIPATE. You go where the campers are; you facilitate what the kids want to do. What could be more fun? Your job is to be fully, enthusiastically involved in your program area, your platform, your kids and with your co-workers. Camp is for the campers. Your ability to put them first makes Camp what it is--a safe, supportive, positive and fun environment for kids.

### **Relationships**

Some of the best friends you will ever make you will meet at Camp. Close or intimate relationships require discretion and sensitivity to the needs of the community. We are very serious about all relationships at Camp being inclusive--no one wants to be left out. This is especially hard to manage with intimate relationships between campers, or between staff members. There cannot be overt displays of affection between staff and therefore all personal affairs must be left outside of Camp. It is inappropriate to discuss personal intimate relationships with campers.

### **Pets**

Pets are not allowed at camp. If you have a pet, please make other arrangements for them for the summer.

### **Work**

Much of what we do here at Camp involves hard physical work. We walk everywhere. We make all the buildings, fences, and trails which make up Camp with our own hands, according to our own plans, with the materials available naturally. This type of work has the profound ability to connect intent, effort and results for children. It is one of the great joys of living here and we strongly believe in sharing that experience with others.

### **Days off**

You will get one 24-hour day off per week. Days off start 5:00 in the afternoon and end at 5:00pm the following day. Your program area, co-counselor, and other staffing requirements will affect which day off you receive. You can expect to share the day off with 2-5 other counselors. You are encouraged to take this opportunity to spend some time outside of Camp in order to get fully rested and rejuvenated for the following week. You may stay in Camp for your day off, but you will be expected to participate. You may decide to camp out nearby, or if you have transportation, Trinity County awaits. At the end of your day off you are expected to be back in Camp on time, rested and ready to go.

### **Integrity**

At Camp, we expect that you will do what you say, follow through, be prompt, work cooperatively for the good of everyone in the community. As a role model for campers we expect these things, and more importantly, they will too. There are no locks in Camp and there is absolutely no tolerance for dishonesty, deception or deceit.

### **Hygiene \**Kitchen Staff***

You are working in food service and therefore must be committed to cleanliness. Your hygiene habits have a direct effect on everyone in camp who eats the meals you prepare and serve. All kitchen staff must come to work clean and dressed in clothing that is comfortable and will not interfere with your work (extra long sleeves, excessive jewelry, tight clothing are inappropriate). Closed-toed shoes must be worn at all times. Women and men with long hair must keep hair pulled back during work hours.