

VOLUNTEER CONDUCT POLICY

Guidelines for the Discipline of Children

- Volunteers may NOT, under any circumstances, hit a child.
- Volunteers may not use abusive or derogatory language with a child.
- Volunteers must seek the assistance of supervisory or administrative staff if he or she encounters a particularly difficult child or if the volunteer loses control of any situation with a child.

Guidelines for Physical Contact

The following guidelines should be followed when touching children:

- Touch only on the hand, shoulder, or upper back.
- Never touch a child against a child's will (unless in the case of clear and present danger of the child).
- Never touch a child against a child's discomfort, whether expressed verbally or non-verbally.
- Touch only when in the company of others.
- Never touch when it would over-stimulate the child.
- Never touch in a place on a child's body that is normally covered by a bathing suit, unless for a clear medical necessity, and then only with supervision from staff or others.

Idaho Law Concerning Child Abuse, Abandonment and Neglect

I am aware of the following:

- That I am a mandatory reporter of abuse, abandonment or neglect.
- Reports must be made within 24 hours.
- A report must be made if you have reason to believe that a child has been abused, abandoned or neglected, or if you observe that a child is subject to conditions or circumstances would reasonably result in abuse, abandonment or neglect.
- The proper reporting procedures – i.e. report to supervisory staff and, if not available, report to Idaho Protective Services at 1-208-734-4000, Idaho CareLine: 800-926-2588 or local law enforcement.
- *When in doubt – REPORT!*
- If you report abuse or neglect in good faith, you are immune from criminal and civil liability.
- Failure to report is a criminal misdemeanor.

I have read, understand and accept the rules, guidelines and standards of this Volunteer Conduct Policy for Camp Perkins or participation in a Camp Perkins program.

“Volunteer”

Volunteer Signature

Volunteer Printed Name

Date

Parent/Guardian Authorization (if the person above is a minor, i.e., under the age of 18 years old). The undersigned, being the parent or guardian of the above minor with custody, have read this Volunteer Conduct Policy.

Parent/Guardian Signature

Parent/Guardian Printed Name

Date

General Conduct Guidelines

I understand and accept the following:

- There is no “hazing” of children by anyone.
- Children are not to be subjected to “initiation” rites that are abusive.
- Have double supervision of children by adults during changing times.
- Younger children should be encouraged to change their own clothes as much as possible.
- Children are not to be alone with a volunteer in his or her quarters.
- Volunteers are to set limits with children who “cling” or hang on them.
- Volunteers are not give back rubs.
- Do not tickle or tease a child to the point where that child is out of control.
- Pillow fights or wrestling matches and the like can become over-stimulating in short order and need to be limited and carefully supervised.
- Romantic lives of volunteers may not, under any circumstances, be shared with children.
- People working with adolescent children need to be aware of the tendency for adolescents to develop hidden or secret romantic fantasies.
- Whatever is done with children should be done in broad daylight, with company!
- Sexual contact with, or physical abuse of, a child can have severe emotional and psychological effects on the child.
- There is a clear power difference between myself and children (e.g., money, mobility, authority, experience, knowledge)
- I am a caretaker of children.

Other Instructions

I agree to the following:

- to watch for signs of stress in myself and others as a way of maintaining a safe environment at Camp Perkins or a Camp Perkins program
- to help other staff who seem at risk for hurting or abusing children
- to alert senior or supervisory personnel as for more careful supervision, intervention or support to seek help myself if I feel at risk for hurting, over-stimulating or abusing a child.