

This contract is entered into by **Echo Hill, Inc.** of 13655 Bloomingneck Road, Worton, MD 21678 and **Araceli Rafael Victoriano** with the assurance that you will work to the best of your ability.

As an Echo Hill Camp employee, you are expected to arrive at work on or about **Thursday, June 14, 2018** and the last day of your commitment under this contract is on or about **Wednesday, August 22, 2018**. During that time period, you will be given eight 24-hour days off. In certain extenuating circumstances, Echo Hill Inc. will agree to modify these dates. Your gross salary, however, listed in this contract is calculated based on your presence for the entire summer. Any days that you miss during the summer will be prorated and subtracted from the gross salary.

As **Laundry Manager & Food Preparation** your gross salary for the summer will be **\$1800**. You will be paid in 10 weekly equal installments. The first of your weekly installments will be paid on Thursday, June 21, 2018.

Your primary responsibilities are for the health, happiness, and overall welfare of the campers at all times. You are also responsible for the safe and successful operation of your program, and any equipment necessary to carry on your department. Any behavior deemed negligent by the Director that results in damage to equipment may be deducted from the salary of the employee responsible. Laundry machines are available to you at no charge. The camp cannot assume responsibility for the loss, or damage to any of your personal possessions.

You must at all times conform to camp regulations governing your personal conduct, both on camp and on time off. These regulations include the following **Statement of Responsibility**:

1. I agree with the Director that my responsibilities require a clear mind and a high degree of alertness for the health, safety, and welfare of the children under my care. Echo Hill, Inc. is in full compliance with and fully supports the goals of the Federal Drug Free Workplace Act of 1988. I therefore promise that I will never use drugs, alcohol, or intoxicants of any type before or during the performance of my camp duties. I know that this includes being responsible for my condition when returning from my time off, especially from my days off.
2. I agree with the Director that campers should not be permitted to have or to use drugs, alcohol, or any tobacco products. For this reason, I promise never to provide drugs, alcohol, or tobacco products to campers.
3. I agree with the Director that to initiate or participate in a romantic or sexual relationship (emotionally and/or physically) with a camper would be immature and abusive. I recognize the exploitative nature of such behavior, and I am aware that it could lead to criminal prosecution and termination of your job. I will therefore abstain from any romantic or sexual relationship with campers.
4. Echo Hill Camp believes that while boys and girls come to Camp to have a wide variety of experiences, sexual experiences are not to be encouraged among campers and are strictly forbidden between any staff members and any camper, CA or CIT. This agreement forbids any sexual contact and any behavior that may reasonably be construed as sexual or romantic, including but not limited to physical contact, kissing, flirting, harassment, and teasing. Implied or expressed consent of a camper to engage in flirting or sexual contact is not a defense under these policies.
5. I promise that I will never use drugs or drink alcohol on the campus.
6. I realize that campers look to the staff for role models. For this reason, I promise not to engage in sexual or romantic activity in children's living areas. I also agree not to smoke tobacco products in front of children, and I will only smoke in areas designated by the Director.
7. The Echo Hill summer has always been marked by strong camaraderie and rowdy spirit. I promise never to allow this spirit to be expressed as antagonism toward the camp's neighbors. I agree that this applies with particular force to Echo Hill's relationship with Camp Tockwogh.
8. I promise that I will not engage in any hazing or bullying behaviors directed at any member of the Echo Hill Camp community at camp and at camp-related activities. That I will act to stop any hazing or bullying activities that I witness among campers or staff. That I will report any violations of the anti-hazing and anti-bullying policies to a member of the Echo Hill administration as soon as I become aware of the violations. I promise to actively participate in the creation and maintenance of a hazing-free and bullying-free Echo Hill Camp community.

Failure to conform to this **Statement of Responsibility** will result in your being fined, suspended, or dismissed. Should it become necessary for you to leave camp before the termination of this contract, either from illness or personal reasons, the camp will pay you in proportion to your time and service.

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I realize that as an Echo Hill Camp counselor, I am the primary instrument by which the goals, objectives and philosophy of the camp are transmitted to the camper. I recognize this responsibility and subscribe to the following:

1. I shall endeavor to understand and faithfully interpret the camp philosophy, objectives, and goals in my relationship with campers and staff.
2. I shall conduct myself in an exemplary manner recognizing that I am an adult role model for my campers. By my behavior, I will always try to demonstrate high moral values.
3. I shall always seek to be truthful, honest and fair in my communication and interaction with campers and all staff including Directors.
4. I accept the challenge of helping my campers increase their awareness of and responsibility to others and to the world of nature, helping them gain self-confidence and self-concept, and of teaching them new skills.
5. I shall refrain from abusive language and any form of corporal punishment or embarrassment in my dealing with campers and other staff.
6. I shall demonstrate respect for differences of all campers and staff based on the following: sexual orientation, gender identity, gender expression, race, nationality, religion, political beliefs and cultural backgrounds. In addition, I will not seek to impose my own particular views upon them.

Health Insurance: I will assume responsibility for all my medical expenses throughout my employment.

By signing this contract, I certify that I have not been convicted for any crime, including sex-related or child-abuse related offenses.

This contract is entered into by you and Echo Hill, Inc. with the understanding that you will put camper interests first, and throughout the summer work for the mutual benefit of yourself and camp. This contract shall be deemed to have been executed in the State of Maryland, and the parties agree that they will be bound by it and that these provisions contained herein shall be construed by Maryland Law.

Signature _____ **Date** _____

Print Name _____

Permanent Address _____

Director's Signature _____ **Date** _____