

Eliot Camp Staff Code of Ethics

(April 2019)

The relationship between campers and camp staff must be one of mutual respect. Camp staff are individuals that should exemplify responsibility and leadership. They are to be role models to their peers and campers of all ages. This means that camp staff have greater obligation than other Elioteers to uphold expectations, including following all site rules and behavior expectations.

As a member of the Eliot Camp Staff, I agree to:

Remember I am seen as a leader by Elioteers even when I am not acting in an official capacity and therefore to act in ways that serve the good of the community and uphold the Eliot covenant.

Respect our commitment to creating a diverse and inclusive community by serving all regardless of age, race/ethnicity/culture, gender/gender expression, sexual orientation, physical and mental ability, socioeconomic status, theology/faith expression, national origin or primary language.

Encourage leadership in others by sharing opportunities, knowledge, responsibilities, and rewards.

Bring disagreements directly to those with whom I disagree.

Speak respectfully of other Eliot staff members or campers in public. In conversations critical of others, I will speak responsibly and temperately.

Within my staff role I will:

PREPARATION: Do my best to prepare myself for my roles and responsibilities as a leader, including reading my job description carefully and becoming familiar with Eliot Institute's policies. These policies include the [Visitor Policy](#), the [DUWOP](#) (Don't Upload Without Permission) Policy, and [Respectful Behavior Expectations](#).

CONFIDENTIALITY: Respect that as a leader, I may have access to information that must be kept in confidence, and I acknowledge the power this gives me. I will use discretion in sharing such information so as to avoid harm to individuals or the community. I understand I have the freedom to seek the counsel and support of the Eliot chaplain, my local religious professional, or if I am under 18, from my parents.

SAFETY: Maintain the safety and health of our community by appropriately reporting any unsafe behavior, violations of behavioral expectations, poor adult boundaries, possible child abuse, or other ways vulnerable members of our community are in danger, including substance abuse and suicidal thoughts. In cases of child abuse and neglect that I become aware of, I will bring it to the attention of the Deans or Board Representative, and the Board Representative will report to child welfare services.

SEXUAL BEHAVIOR: Refrain from engaging in sexual, seductive, or erotic behavior with other campers or camp staff (except between consenting adults) and to be conscious of my power as a camp staff member when sexually or romantically interested in a peer I meet at Eliot.

INFLUENCE: Recognize my greater influence and power as a camp staff member. I will use this influence to empower other voices, and I understand the responsibility I have to maintain healthy relationships with other campers. This includes keeping appropriate emotional, sexual, and physical boundaries with camp staff.

SELF CARE: Attend to my own self-care including seeking appropriate emotional support when needed such as the Eliot chaplain or my local religious professional, recognizing my own limits and capacity.

I have read and understand the above Code of Ethics. I understand that if I have any difficulty upholding this Code, I may consult with the Deans, Board Representative, or Chaplain. In the event of a Code violation, I agree to participate in any related inquiry and will abide by decisions made by the Deans and/or Board Representative:

Signature

Date