

GIRL SCOUTS OF NORTHERN CALIFORNIA
CAMP BUTANO CREEK
"Friendly Faces of Butano Creek" virtual camp program

Virtual/Online Personnel Policies

The principals and beliefs of the Girl Scouts U.S.A. govern the actions of all camp staff participating in the camp program of the Girl Scouts of Northern California. The Girl Scout camp program is open to all girls without regard to race, religion, color, or national origin. Camp staff are expected to adhere to the provisions of these policies while in camp / online / in the service of and cooperate with the Camp Director in all matters. Camp staff members are expected to adjust personal actions to the customs, personnel practices and goals of the camp and to conduct themselves both in camp (in-person or on-line) and away from camp in a manner that is a credit to the Girl Scout organization.

CAMP BUTANO CREEK - RULES AND POLICIES

CAMPER WELFARE

The first responsibility of each and every staff member is the health and welfare of the campers. Each staff member is expected to take every care to protect the privacy and person of each camper. Physical or verbal punishment or any sexual contact between staff and campers is not permitted. Adults must never be alone with a camper in any building, room (real or virtual) or enclosure (i.e. a tent).

DRINKING, DRUGS, SMOKING / VAPING

Do not possess, use or be under the influence of alcohol, illegal drugs, or any tobacco products (cigarettes / cigars, chew / snuff, vaping paraphernalia) before or during online sessions with campers. In addition, staff is not to return to camp under the influence of any of such substances. Backgrounds of online sessions (items on the wall, or in the room) and clothing will not display any: alcohol, drugs (over-the-counter or illegal) or tobacco product in any form.

SEXUAL CONTACT

Sexual contact on camp premises (real or virtual) or while in the service of is not permitted. The use of sexual / pornographic material (includes, but is not exclusive to: photos, videos, stories, and language) is NOT allowed. Actions displaying friendship and/or fellowship during camp online sessions shall be in good taste and in no way offensive to any campers, staff members, and/or parents / families.

TRAINING

Butano Creek virtual/online training is a REQUIRED part of your staffing obligation. To meet Girl Scouts and American Camping Association requirements, you must complete 2 hours plus attend staff kick-off per session.

COMMUNITY RELATIONS

Each staff member represents the camp in his or her dealings with members of the community.

GRIEVANCES

Should there be a disagreement over the interpretation of camp policies or a grievance related to one's duties or relationships with fellow staff members, it should be reported to the Camp Director(s) promptly.

CONTRACTS

You may not work at camp without a signed contract (Volunteer Services Agreement and Personnel Policies).

I UNDERSTAND THAT VIOLATION OF ANY OF THESE POLICIES IS GROUNDS FOR DISMISSAL FROM CAMP AS INDICATED IN THE STAFF CONTRACT.

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ACKNOWLEDGEMENT

I acknowledge receipt of the Butano Creek Virtual / Online Personnel Policies and understand that this document supersedes all prior documents and any other verbal or written agreements. I have read and understand the camp policies.

I shall endeavor to understand and faithfully interpret the camp philosophy, objectives, and goals in my relationship with campers and all staff.

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. I recognize that my conduct when I am away from the camp premises also reflects on the camp.

I shall always seek to be truthful, honest, and fair in my communication and interaction with campers and all staff including directors.

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 in self-confidence and self-awareness, and of teaching them new skills.

I shall refrain from abusive language and any form of corporal punishment or embarrassment in my dealings with campers and other staff.

I shall be accepting of the diverse racial, national, religious, and cultural background of my campers, and not seek to impose my own particular views.

Staff Signature _____ Date _____

Camp Director Signature _____ Date _____