

# Coldstream Christian Camp Code of Conduct

*Updated May 2022*

- Coldstream will have an adequate amount of screened and trained staff present at all events involving minors.
- All individuals 18 or older will be considered “adults” for legal purposes, including campers.
- Coldstream will release minors only to approved parent/guardian or an approved representative.
- Coldstream will obtain written parental permission, including a signed medical treatment form and emergency contacts, before taking minors on trips and should provide information regarding the trip.
- Coldstream will use two paid staff or volunteers when transporting minors in vehicles.
- Counselors are to maintain a rule of three. A counselor should never be alone with a camper in a closed room or secluded area. Private conversations should be held in a public space or with a third person. Counselors should not place two male staff with a female camper or two female staff with a male camper.
- Campers will be encouraged to exercise the rule of three over the “buddy system”.
- Campers and staff will avoid the cabins of the opposite-sex at all times.
- Counselors will use separate shower facilities from the campers or use shower facilities closed off from campers during specific and posted times.
- Very young children will be accompanied to the restroom and the paid staff or volunteer will wait outside the stall or facility to escort the child back to the activity. Whenever possible, the escort will be the same sex as the minor.
- Coldstream will discuss consent and boundaries with campers and will designate two "confidential adults" to whom any minor can go at any time, without special permission, to discuss any problems he or she is having.
- Dress code violations will be handled by members of the same-sex as the individual considered to be in violation.
- All staff and volunteers will avoid all inappropriate touching with minors. All touching shall be based on the needs of the individual being touched, not on the needs of the volunteer or staff. In the event a minor initiates physical contact and/or inappropriate touching, the volunteer or staff member will appropriately inform the minor that such touching is inappropriate. Staff and volunteers will utilize high fives, pats on the back, side hugs and handshakes. Staff will avoid full frontal hugs and any touching of personal areas.
- Staff and volunteers will never engage in physical discipline of a minor. Volunteers and staff shall not abuse minors in any way, including but not limited to physical abuse, verbal/mental abuse, emotional abuse, and sexual abuse of any kind.
- If any staff or volunteer recognizes an inappropriate relationship developing between a minor and adult, they will maintain clear professional boundaries and refer the minor to another individual with supervisory authority.
- Staff and volunteers will avoid any intimate displays of affection towards others.

- Staff and volunteers are prohibited from dating/forming relationships with campers, even if campers are 18.
- Coldstream will not hire any adult staff (18+) who are dating another staff member who is under the age of 18.
- Any staff or volunteer who observes abuse of a minor will take appropriate steps to immediately intervene and provide assistance. They will report any inappropriate conduct to the proper authorities and officials of Coldstream for handling.
- Any staff or volunteer who has the abuse of a minor disclosed to them, whether from the minor themselves or another individual, will immediately report the disclosure to the proper authorities and officials of Coldstream for handling.
- Coldstream will not permit any staff or volunteer to work or volunteer who has been convicted of any offense against minors as defined by state law, sexual assault, indecency with a minor or adult, assault of a minor or adult, injury to a minor or adult, abandoning or endangering a minor, sexual performance with a minor or adult, possession or promoting child pornography, enticing a minor, bigamy, incest, serious drug related offenses, or domestic violence, or any prior criminal history of an offense against minors.
- Coldstream will require all paid staff to be trained on identifying signs of abuse, reporting suspected or disclosed abuse, and are trained on how to model consent and boundaries.
- Campers will be encouraged to listen to their intuition and go to a safe adult when something feels wrong.
- Campers will be encouraged to remember they have their own “body bubble” that no one can enter without permission, and that everyone else has a “body bubble” too.
- Pranks, or any other actions that involve violating physical boundaries or private times/areas, will be disciplined and discouraged, regardless of the age of participants.

*For our full, unabridged policy on prevention of abuse, please contact us.*