

### ***PILGRIM LODGE CAMP STAFF CODE OF CONDUCT***

As a member of the Pilgrim Lodge summer staff, I agree to the following standards of conduct in order to keep everyone who participates in the program safe and respected and to further the mission of Pilgrim Lodge.

- I will be friendly and helpful to all campers, volunteer counselors, and deans.
- I will be aware that my attitudes, actions, and words affect the entire PL community
- I will be respectful to, and of, other summer staff members.
- I will keep safety as my first priority, courtesy my second, creating a fun and wholesome camp atmosphere my third, and efficiency my fourth.
- I will not use or possess illegal drugs at Pilgrim Lodge or enter the Pilgrim Lodge property under the influence of illegal drugs.
- I will not drink or possess alcohol at Pilgrim Lodge or enter the Pilgrim Lodge under the influence of alcohol. I will not drink alcohol on evenings when I will be returning to camp. I will not drink alcohol if I am under the 21 years, even during my time off. If of legal age, I will not drink with underage people, and I won't drink to excess with other staff members.
- I will not smoke (tobacco, marijuana, e-cigarettes, vape) at Pilgrim Lodge.
- I will read and abide by the Maine Conference's Sexual Harassment policy.
- I will not engage in sexual activity at Pilgrim Lodge with another person unless I am married to that person.
- I will sign out of camp when I leave the premises and check in upon my return.
- I will return to camp before 11:00 PM Sunday-Friday if I leave the premises, or make arrangements to return in the morning, with permission from the Camp Director, and communicate this to my supervisors.
- I will clear visitors with the Camp Director before they come to camp.
- I will allow my cabin mates to sleep as of 11:00 PM or earlier if requested.
- I will get enough sleep to be alert and effective during the day.
- I will attempt to acknowledge cliques and keep them from becoming spirit breaking. I will include and attempt to get to know everyone on staff.
- I will get approval from the Camp Director for any camp prank or practical joke, or if she is involved in the prank, the Assistant Director.
- I will swim only during daylight at the waterfront during supervised times or during daylight with three staff members, one of whom is a certified lifeguard, and with a bathing suit on.
- I will resolve conflicts with others in a straightforward, honest, and deliberate manner. If no understanding can be reached I agree to take the issue to a mutually acceptable third party to help resolve the conflict.
- I will work to better myself and to try to grow spiritually.
- I will work to build Christian community among the summer staff and those involved in the program.
- I agree to not engage in unsafe behavior when off-site, encourage others to also avoid such behavior, and to represent myself in public in such a way as to reflect well upon Pilgrim Lodge.

Signed: \_\_\_\_\_ Date: \_\_\_\_\_

Director's Signature: \_\_\_\_\_ Date: \_\_\_\_\_