



staff expectations

The Commitment & Responsibilities of 'Camp' Camp Staff

'Camp' Camp is meant to provide our Campers with an invigorating-yet-relaxing week-long vacation filled with activities that build confidence, community, and lasting friendships. All Staff members – whether Director or Dishwasher – play a vital role in keeping Camp running smoothly and effectively. By modeling Camp's unique culture of support, acceptance, and encouragement, Staff members create a positive Camp experience for everyone, all while having a great Camp experience themselves.

While Camp is intended to be as much fun for Staff as it is for Campers, as Staff, you are a de facto employee of 'Camp' Camp and your first commitment is to do an exemplary job at the role you've accepted. This means understanding your job description, getting clarity on it if it's unclear, showing up on time for your responsibilities, and communicating fully with your supervisors so that Camp runs smoothly.

Upon paying your deposit and/or staff fees and thus accepting a position on our Staff, you understand and agree to the following:

- You will meet the full responsibilities of your position, including the time commitment required of the staff level (Staff I, Staff II, etc.) of your particular position.
- Should you fail to meet the responsibilities/commitment of your position in any way (including, but not limited to, being late to or missing your scheduled shifts or departing shifts prior to being excused by your Team Leader), you will be required to pay additional fees.
- Failure to meet the commitments of your position will also disqualify you from a future position on our Staff.
- Attendance at the entirety of Staff Training is mandatory, and you will arrange your travel itinerary so that you are present for the 1:00pm start time the first scheduled day of Staff Training.
- Should you be unable to attend all or part of Staff Training for any reason, you will forfeit your position and your attendance at 'Camp' Camp will be contingent on paying additional fees equal to the credit you received off of Camp's full registration fees. Otherwise, any staff fees paid will also be forfeited.

We also ask that you support the goals of Camp and our safety standards, particularly in high-risk program areas as the Waterfront, Adventure Course, and Mountain Biking, as set by our Risk Managers. Once your Staff duties are completed, you are, of course, welcome to enjoy Camp and its activities as much as our Campers.

Our 'Camp' Camp Community

One of the central ideals of 'Camp' Camp from its very beginning in 1997 was to create a safe and supportive environment for the LGBT community to meet new people, enjoy old friends, explore new activities, and escape from the pressures and constraints of everyday life: recreation and re-creation. Camp's founder Bill Cole conceived of Camp as an alternative to

alcohol- and sex-focused bars and other venues – a place where people could enjoy a different kind of environment than is typical in the LGBT community.

To maintain Bill's original vision for Camp – as well as for liability and safety reasons and out of respect for those Campers in recovery – we do ask that everyone attending Camp abide by our official alcohol policy and limit their alcohol consumption only to those times and events where alcohol furnished by Camp is served. **PLEASE DO NOT BRING ALCOHOL TO CAMP. Doing so is grounds for immediate removal from Camp without a refund.** Being on Staff does not exempt you from your removal from Camp for disregarding this policy. Non-prescription drugs (except over-the-counter medications) are also prohibited.

Similarly, smoking is allowed in one designated area only. The campus buildings and forest surrounding the camp are very dry and flammable by the end of the summer. The owners of the property and our insurance company require ALL other areas remain non-smoking, including the waterfront, cabins, and porches.

Of course, this spirit of community goes beyond issues of alcohol, safety, and smoking. It is important to us that for the week we are together we work to create a week that develops friendships not cliques, and open and caring communication not criticism or complaining. We expect all Staff to be role models for the entire Camp community by living and working under this philosophy during your week at Camp. 'Camp' Camp aims to welcome all of the stripes of the rainbow flag, not just those who happen to be like us. The challenge of this welcome is also its opportunity: to broaden our own hearts and become more loving and accepting, as we want to be loved and accepted by others. Being a part of 'Camp' Camp's Staff means rising to this challenge, as well.