



In our ministry roles as Christian leaders of children and youth we are held to higher standards of behavior. The goal of our code of conduct is to honor one another, to avoid the very appearance of evil, to avoid creating a stumbling block for fellow staff or campers, and to be Christ-like role models to the children and youth within our influence.

Staff members are expected to conduct themselves, both at work and away, in a manner that will enhance, not discredit, the Lord and the work of Camp Nutimik. Furthermore, a breach of the Code of Conduct, Statement of Faith, or the Harassment and Abuse policy is grounds for, and may result in, dismissal.

The following policies have been approved by the Camp Nutimik Board of Directors, on various matters of staff conduct:

CONDUCT WITH OUR CAMPERS

Staff should always avoid situations with children and youth which could in any way be misconstrued as being indiscreet. Staff should generally build their closer relationships with children and teenagers of the same gender; likewise, private counseling situations with the opposite gender should generally be avoided. There is an increasing sensitivity about staff expressing concern for youth in any physical way whatsoever, and there are an increasing number of cases where such affection has been misunderstood. Therefore, indoors or out-of-sight counseling situations should be avoided whenever possible, and if deemed necessary within the discretion of the cabin leader, a third person, i.e. another cabin leader, should be invited to sit in on a session. It is best that all "counseling" sessions take place in a highly visible area, yet offering adequate privacy.

STAFF DRESS CODE

Clothing must be modest and a reflection of our testimony as a follower of Christ. It is our expectation that modest and appropriate dress becomes a lifestyle, not just rules followed during the camp program.

Swimwear shall be worn at the beach or beach volleyball court only and not on the grounds while engaged in any activities other than returning to your cabin to change, unless deemed appropriate by the Program Director for special camp activities.

At the waterfront, modest swimwear is required. One-piece swimwear is preferred for girls, but if this is not possible, at least a top will be required to be worn over the bathing suit. Guys should wear a shirt on the grounds (excluding the waterfront) unless authorized by the Program Director for special camp activities.

We require that shorts be at a minimum hand width inseam and a minimum guideline for skirts is that it extends beyond the fingertips when one's hands are at their side. If you are in doubt about an item, do not bring it to camp.

Bare feet and wet footwear are not permitted in

the dining hall. Socks or dry shoes/sandals must be worn past the entry way. No open-toed or water footwear may be worn when working in the kitchen.

Clothing with questionable or inappropriate symbols and/or words shall not be worn. Administrators have the right to ask a staff to not wear clothing items if deemed inappropriate for reasons other than those listed.

Hats are not permitted to be worn in the Chapel for sessions or worship related activities.

We require staff to wear their staff shirts on the first and last day of each camp session or as directed by the Program Director.

SUBSTANCE ABUSE

We require that our lifestyle as Christ followers accurately reflects consistency and commitment to keeping our lives pure and not be a stumbling block for others. It is required that all staff abstain from—and not encourage—behaviour contrary to biblical principles, including but not limited to: smoking, misuse of alcohol, illegal substances reading or viewing of pornographic material. Any use of these products while onsite, drunkenness and intoxication (in public or private) is grounds for immediate dismissal.

LIVING ARRANGEMENTS

Unmarried staff must not share over-night accommodations with others on a co-ed basis at any time or anywhere while serving in the Camp Nutimik spring or summer ministry. Such behavior will be grounds for dismissal. It is our policy that at no time will staff of the opposite sex be in each other's rooms.

MOVIES, MUSIC AND OTHER MEDIA

All media on Camp Nutimik property must meet with the approval of the Board of Directors or its designates. On or off-site movies that are G or PG may be viewed without permission. PG-13 and higher rated movies must be authorized by the Program Director before viewing.

We recognize that music is diverse and the "Christian Music" label can be vague; defined and interpreted differently by each individual. Music that is played on site must be Christian in

the definition that it honors God and is in line with the morals and teachings of scripture or it be strictly musical in nature. If music is questioned, the Program Director or designate will look at the message, lyrics, context and integrity of both the music and the artist before permitting the music to be played. Be considerate of each other's genre and volume preferences.

It is recognized that individuals are able to listen to their own music in the privacy of their headphones, own room or vehicle. Personal music may be prohibited or privileges restricted if the music is deemed offensive in any way.

Use of personal electronics including cell phones is restricted and should not be used without prior approval by the Program Director or Assistant Program Director.

SEXUALITY

In accordance with our statement of faith, any sexual activity between and involving individuals outside of a heterosexual, monogamous marriage relationship is strictly prohibited and will constitute grounds for dismissal. This includes, but is not restricted to, pre-marital sex, extra-marital sex and homosexual activity.

OTHER

Camp Nutimik also prohibits – gambling, involvement in sectarian or cult groups, abortion or support of organizations promoting abortion; racist conduct or language; the use of profane or blasphemous language; and behavior contrary to the Criminal Code of Canada. Any violation of any one of the above as interpreted by the Camp Board of Directors and its' designates may result in immediate dismissal.

CONCLUSION

Where there is a breach of the Code of Conduct, whether it results in dismissal or not, the overriding goal of Camp Nutimik shall be redemptive – seeking acknowledgment of wrong doing, repentance and restoration of broken or damaged relationships.

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