



KANAKUK KAMPS CONDUCT GUIDELINES

Staff Conduct & Expectations

Jesus Christ is glorified in everything we do! Therefore, we stand firm on His Word and His life's example. We expect our staff to portray a Christ-like lifestyle both in and out of the Kamp gates. We desire all staff to walk in a way that is pleasing to the Lord throughout the year.

Behavior - We will positively encourage one another in both word and deed. We will constantly love one another and build each other up. (1 Thes. 5:11) We will never tear down or make fun of another person at Kamp. We want Kamp to be the most encouraging place on earth! We will also treat the opposite sex with the utmost respect!

Lifestyle - Our staff does not condone, or personally use illegal drugs, alcohol, or tobacco of any kind - either on duty or off duty (i.e. wedding receptions, restaurants, etc.) We also do not condone the act of pornography (any form), or homosexuality.

Character - Integrity, loyalty, honesty, and faithfulness are the pillars of our staff. We expect all staff members to report any deviation of Kamp's rules, policies, or practices by kampers or staff members to the Kamp Director immediately.

Image - The staff at Kanakuk will portray a clean-cut, professional image.

Staff to Kamper Conduct

We will ALWAYS be above reproach when interacting with kampers. Our actions and intentions will always be pure and honoring to Christ. We will treat others with respect in all verbal and physical interaction. The subject of conduct with kampers is so fragile and should be taken with the upmost concern and seriousness by every staff member. The following guidelines in the areas of touch, talk, and territory should be used when interacting with kampers:

Touch

Appropriate

- handshakes and high-fives
- girls walking hand-and-hand
- short, congratulatory or greeting hugs
- arm around the shoulders
- piggybacks with young kampers
- leg sitting

Not Appropriate

- private back rubs, arm tickles, massages, etc.
- touching of private parts (no exceptions!)
- touching a child in anger, disgust, or frustration
- frontal hugs with opposite sex
- sexual embraces
- lap sitting
- kissing
- intimate wrestling or tickling

Talk

Appropriate

- verbal praise for achievement or behavior
- verbal encouragement
- scripturally based teaching (non-sexual)

Not Appropriate

- compliments or questions relating to physique or body development
- sexual jokes, homosexual innuendoes, or bathroom humor
- swearing or vulgar language
- verbal harassment or abuse
- individual secrets or special gifts
- sexual coaching or conversation

Territory

Appropriate

- a. public one-on-one interaction
- b. group or public environments

Not Appropriate

- a. sitting or lying on a bed with a kamper
- b. private one-on-one interactions

Kamper Conduct

Kamper Behavior

Every kamper is expected to follow the same behavioral guidelines that are outlined for the staff. We will all build each other up and encourage one another in love at all times! The following kamper behavior will not be tolerated at Kamp and must be brought to the Director's attention immediately:

- Alcohol, Drug, or Tobacco (Use or Possession)
- Homosexual Behavior
- Self-Mutilation / Eating Disorder
- Stealing or Lying
- Profanity
- Inappropriate Language or Conversation
- Negative / Disrespectful Attitude
- Skipping Classes
- Abuse (Verbal, Physical, or Sexual)
- Bullying
- Contraband (Use or Possession)
- Gossip
- Keeping Meds or Cell Phone

Abusive Behavior and Defiant Disobedience

Abusive behavior and defiant disobedience will NOT be tolerated at Kanakuk and will be potential grounds for a kamper's dismissal from Kamp. This includes abusive behavior to self (drugs, alcohol, eating disorders, self-mutilation) and others (bullying, fighting, verbal abuse). If abusive behavior or defiant disobedience becomes apparent, please notify your Director immediately.

Sexual Misconduct or Abuse

Sexual misconduct or abuse will not be tolerated at Kanakuk. Sexual misconduct or abuse will be grounds for a kamper's dismissal and will require a meeting with the Kamp Director and notification of the Executive Director. If sexual misconduct or abuse becomes apparent, please notify your Director immediately.

A history of sexual misconduct or abuse may be grounds for a kamper not to be accepted to Kamp or dismissed from Kamp. The Kamp Director and Executive Director will determine the appropriate action.

Kamper Relationships

Kamp will not be a place for physical relationships between kamperers. All staff members should be aware of inappropriate conduct between guy and girl kamperers. Kamperers of the opposite sex should NEVER be alone together.

- No sexual touching of any kind
- No kissing, frontal hugs, holding hands, back rubs, tickling, etc.
- No verbal harassment of any kind

Year Round Kamper Contact

Relationships are at the heartbeat of what we do at Kanakuk. We hope all staff members will keep investing in the relationships that were forged at Kanakuk. However, in today's world, we seek to do this in a manner that allows our Kampers to experience the love of Christ in a healthy and safe way. We expect all staff members to be above reproach and use the following guidelines when contacting kampers during the year.

General Guidelines

- All personal communication with Kampers must have parent involvement and/or approval.
- Ensure all communication and in-person contact is appropriate, K-rated, spiritual and encouraging.
- Consider how your words and actions will be perceived.
- If parents do not want you to personally communicate with their child, you must honor their request.
- Communication must be to the same gender.

Phone Calls & Texting

- All personal phone calls/texts must have parent involvement and/or approval.
- Only call the Kamper's home phone or parent cell phone, unless you have approval from parents.
- Be considerate. All phone calls & texting must be done between the following non-school hours:
 - Elementary / Jr. High – 8:00am to 8:00pm
 - Senior High – 8:00am to 10:00pm
- Should be limited in duration and frequency.

Written Communication (Postcards & Letters)

- Be encouraging to the Kamper, honoring to the parents, and edifying to the Lord.
- All personal written communication must have parent approval or done in a transparent way.
- Postcards are encouraged so that parents can see what is being sent to their child.
- If using an envelope, address it to the parents.
- For more details and examples, see "Writing Kids" on page 35.

Electronic Communication (E-mail/Facebook/Social Networking)

- Private electronic messages must have parent involvement and/or approval. (Ex: copy the parents)
- Be careful what "friends" are posting to your site.
- Constantly monitor your profiles for inappropriate material.

Visitation

- Must have parent invitation and/or permission. Never show up unannounced.
- Don't disrupt the flow of the household.
- If invited to stay the night...be respectful of family/Kamper privacy.
- Never spend the night in a room with the Kamper.
- Do not shower/change clothes in front of Kamper.
- Go to bed when the family goes to bed.
- Be polite and helpful. Offer to wash dishes, empty trash, drive car pool, etc.
- Leave living area better than you found it. Make bed, clean bathroom, etc.
- Write the family a thank you note.
- No private one-on-one situations anytime.
- Kampers should not spend the night at staff's home.

Counseling / Sensitive Subjects

- Professional counseling should be left to the professionals. Avoid personal experience if possible.
- Personal counseling should be encouraging, uplifting, Christ-centered.
- No private one-on-one situations. When necessary, get a third person involved.
- Parents need to initiate and be involved. Encourage parent involvement.
- Please choose appropriate place and setting for conversations.

Modesty / One-on-One's

Modesty

- a. Staff and kampers will never in any way display sexual body parts intentionally or touch someone else's.
- b. Staff and kampers will never "sit around" or "walk around" without private body parts covered up.
- c. Towels must be worn at all time going to and from the shower.
- d. Removal of shorts, tops (for girls), or swimsuits will NOT be allowed for "off site" bathing (i.e. trips, K-Wild).

One-on-One's

All one-on-one interactions with kampers must be done in a public place with others visible. Private one-on-one interactions or meetings are not allowed. A third person is always encouraged in these settings.