



## Tamarack Camps Staff Policies

Your signature on the camp contract indicates your agreement to abide by the personnel policies and practices established by this institution. We believe it is the most democratic means of making this camp run in the most effective manner possible. We understand that certain situations require interpretation of the rules. Therefore, we reserve the right to exercise the power of interpreting the rules for the general welfare of camp.

1. Employment agreement may be terminated:
  - a. By mutual consent.
  - b. When a camp administrator (Director or Supervisor) discusses a problem with staff and there is no improvement, or the work of the staff member is unsatisfactory.
  - c. In the case of misconduct or insubordination.
  - d. By the director or trip supervisor at any time, at their discretion.
2. Any use of alcohol or illegal drugs on camp property is cause for immediate dismissal. (Drinking at any time for anyone under the age of 21 is also cause for dismissal.) The use of illegal drugs at any time while employed by camp is grounds for immediate dismissal. Returning to camp intoxicated is also grounds for dismissal.
3. Weapons of any kind are prohibited at camp. This includes knives, guns and any other object that the Executive Director perceives as dangerous. Violators will be dismissed immediately.
4. Any form of physical, sexual, or emotional abuse is cause for dismissal, **including physically punishing (hitting, pushing, etc.), or isolating or humiliating a child. Engaging in this activity will result in immediate dismissal.**
5. No male staff is permitted in a female village, cabin or tent, and vice versa. This includes staff quarters as well as camper living areas.
6. Only dairy/vegetarian products from outside of camp are allowed on camp property or on the Travel Trip buses. At no time should campers be given non-kosher food.
7. Visitors are not allowed onto camp grounds without permission of the camp director or trip supervisor.
8. All staff are required to attend all meals, unless given specific permission of a supervisor.
9. Campers are never deprived of food as a means of punishment.
10. Staff members must attend the camp's pre-camp orientation.

## Tamarack Camps Staff Policies – continued

11. As you are role models, we ask that staff do not wear inappropriate clothing. This includes T-shirts with pictures of alcoholic beverages, illegal drugs, explicit language, or sexual innuendos. Revealing clothing of any kind is not permitted, especially bathing suits, tank tops, etc.
12. Staff members are role models of camp; therefore, staff members are expected to conduct themselves in such a way as to reflect our high standards.
13. Each staff member is responsible for the care and the use of all program materials they use. If you return and maintain the materials, they will be available to you the next time you wish to use them.
14. All staff members are required to submit a completed health report prior to the opening of camp.
15. All staff must complete and turn in all necessary paperwork before being paid.
16. At Agree Outpost & Camp Kennedy, no smoking is permitted at **ANY** time. On Teen Travel Trips and at Camp Maas, smoking is not permitted in front of any campers and may only be done at designated times and places. At Camp Maas, no smoking is permitted in any building. No candles or open flames are ever allowed in tents or cabins. Violation of these policies will be considered cause for dismissal.
17. At Camp Maas, office telephones and computers are for business and emergency use only; there are phones in the staff lounge for use during time off. Cell phones may only be used after 10:00 p.m.
18. At Camp Maas, days off run from 6:30 P.M. until 7:30 P.M. the next day. If a staff member is late returning from a day off, the consequence is a shortened day off at the next scheduled day off.
19. At Camp Maas, females and males may walk through each other's villages if necessary and if announced, but only until 10:00 P.M.
20. At Camp Maas, no staff may leave camp before 10:00 P.M. **All staff must be on the camp grounds and into their villages by 1:00 A.M. and may not leave their villages after that time.**
21. At Camp Maas, the consequences for late curfew, either into camp or into village, are:
  - a. Staying in camp
  - b. Staying in village
  - c. Potential dismissal