



2007

CAMP LAKELAND STAFF LIFE AGREEMENT

This contract provides staff with rules and expectations that everyone in our camp community is expected to understand, abide by, and support. It is our goal that every member of the Camp Lakeland community will have a positive, safe and beneficial experience.

This contract is divided into 2 sections: Section A explains the camp's commitment, while Section B outlines the commitment and responsibilities of each member of the Camp Lakeland community.

Section A

Camp Lakeland agrees to:

1. Respect and treat each staff member as an individual.
2. Offer support and encouragement to staff members to maximize individual potential.
3. Provide an appropriate forum in which to discuss any issues or concerns.
4. Offer all staff the opportunity to participate and have input into the development of the camp program at an appropriate level.
5. Guide and help staff to learn and/or improve on skills tied to the camp experience.
6. Further enhance Jewish identity and values through specific programs.

Section B

Listed below are the expectations the camp has for all staff.

1. **Drugs and Alcohol: Possession or use of alcoholic beverages or illegal drugs during camp is prohibited and will result in immediate dismissal from camp. Camp Lakeland reserves the right to test all employees for substance abuse.**
2. **Smoking/Flammable Materials: Smoking for any member of the camp community under the age of 18 is not allowed. Smoking is hazardous to one's health and is also a significant fire risk to the grounds, cabins and tents. This so applies to the use of any incense, lighters, matches, candles, unsupervised open flames or fireworks of any kind. Staff members 18 and over will be provided with a specific time and designated area in which to smoke. Smokers will be responsible for the safe extinguishing of cigarettes in the designated areas. Any staff member that smokes in a non-designated area or time may result in immediate dismissal from camp.**
3. All staff are expected to share the responsibility for keeping cabins, tents and common areas clean and being considerate of the personal property of others.
4. Staff are expected to be respectful of the camp environment including plants and wildlife, and the camp facilities. **Graffiti, vandalism, or other intentional defacement or damage to camp property will not be tolerated.** Any camper or staff member causing willful damage to camp property or equipment will be held financially liable.
5. **Living Quarters: There is **NO** visitation in cabins or tents between males and females at any time.** A common meeting place will be provided for interaction between staff for socialization. Staff members may be dismissal for breaking this policy.
6. **Curfew: Any staff member breaking curfew may be subject to dismissal and will not be tolerated by camp administration.**
7. **Staff members must be on time for work and may be subject to dismissal or a reduction in salary.**
8. Any type of physical or verbal abuse of campers will result in immediate dismissal.
9. **Medications: **NO** medications may be kept in any staff quarters. All prescription and over the counter drugs must be given to your supervisor or the camp nurse.**
10. **Sign In/Out: Staff must personally sign in and out when leaving camp.**
11. **I have read and agree to abide by all policies stated in the staff manual.**

Agreement for Staff

I have read the Camp Life Rules and Expectations and understand that my employment is contingent upon my supporting and abiding by these Rules and Expectations. **Signature of Staff Member:** _____ **Date:** _____

Signature of Legal Guardian (if Under 18): _____ **Date:** _____

Camp Director: _____ **Date:** _____