

Camp Oak Hills

General Guidelines of Conduct for Staff

When one accepts a position on staff at Camp Oak Hills they agree to abide by the policies and standards of the camp. There are areas of personal conduct for which Christians have varying views of what is or is not acceptable and which the Bible does not give a direct answer thereby making it difficult to establish standards of conduct which meet everyone's approval. In some cases, these guidelines may mean that an individual must set aside some personal freedom while on staff. Since we are being observed by campers, parents, and guests, our conduct while on staff is very important.

Philippians 1:27, "...conduct yourselves in a manner worthy of the gospel of Christ."

Colossians 3:17 & 23, the Apostle Paul tells us, "And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus...whatever you do, work at it with all your heart, as working for the Lord, not men."

I Corinthians 8:9 "Be careful...that the exercise of your freedom does not become a stumbling block to the weak"

With these things in mind, all Camp Oak Hills staff are asked to adhere to the following guidelines of conduct.

Personal Habits

The use of any tobacco product, alcohol product, e-cigarettes & liquid nicotine, illegal drug, and non-prescribed controlled substance is prohibited while on staff. The possession of illegal drugs will be cause for immediate dismissal from staff.

Relationships

We ask staff to refrain from developing an exclusive, romantic relationship with any member of the opposite sex of the camp staff during the entire 10 weeks (2 weeks of training school and 8 weeks of camp) of the summer ministry. This includes dating on weekends. Staff that are already in a dating/unmarried relationship before the start of camp are asked to refrain from physical displays of affection (PDA) both public and private. Dating couples need to keep their ministry roles as a priority and not allow the relationship to distract from their job responsibilities.

Gender Identity

Our cultures' view on gender identity have drastically changed in recent years. As Christians, we affirm that God wonderfully and immutably creates each person as either male or female. These two distinct, complementary sexes together reflect the image and nature of God (Gen. 1:26-27). Rejection of one's biological sex is a rejection of the image of God within that person. We ask that staff's actions and teachings reflect this belief.

Sexual Purity

Staff are required to abstain from all forms of inappropriate sexual behaviors, including but not limited adultery, premarital sex, homosexual behavior, bisexual conduct, pedophilia, bestiality, incest, cohabitation, and use of pornography & sexting.

Media & Entertainment

Only Christian music may be played publicly while on staff. Even within the realm of Christian music, there are differing opinions as to what is acceptable, so please be considerate of others and play your music so as not to be offensive. Please use discretion when viewing movies and internet videos/websites. R & TV-MA rated videos are prohibited and PG-13 & TV-14 videos need approval by the program director.

Electronic Policy

Our attachment to electronic devices has become unhealthy. We desire camp to be a place where staff and campers become unplugged and build real relationships with each other and with Jesus. In order to accomplish this goal, we have adopted a strict electronic use policy.

Summer staff are encouraged not to bring laptops, tablets, etc. Video game systems and TVs are not allowed. With this in mind, please bring a digital alarm clock and/or wristwatch to keep track of time. Please bring a paper Bible, notebook, and devotional material.

During staff training, electronics will not be allowed during training sessions. During camp sessions, any electronics brought to camp, including cellphones and music players, need to be turned into the office or locked in a staff member's car. Only on weekends can these items be used with the exception of making phone calls during a scheduled break.

Exceptions for cellphone use may be made by the program or camp director for staff who are not directly responsible for campers and have extenuating circumstances. Staff who need to use a laptop for their job responsibilities are asked not to use them for personal use except on weekends.

Junior staff who do not have permission to stay at camp on weekends, are not allowed to bring any electronics except for cellphones.

Standards of Personal Appearance

The testimony of the camp staff includes modesty in dress as well as conduct. The staff is asked to maintain a conservative standard in their personal dress code. The staff is an example to campers and outsiders of the character of the camp's ministry. It should not be necessary to give an apology for any staff member's appearance. Camp staff does, however, dress informally.

As a blessing to our guests and fellow staff, staff will maintain proper personal hygiene, such as routine breath care (e.g. teeth brushing), daily bathing, daily use of deodorant, and washing clothes regularly. Hair is to be clean and groomed. Body alterations, including cosmetics, jewelry, and tattoos, may be displayed if non-excessive and in a manner that does not convey or imply messages or lifestyles that contradict Camp's mission.

Clothing that is regarded as inappropriate for all employees includes short shorts (less than four inches below the inseam or fingertip length), words on the butt, halter or tube tops, low-cut necklines/back/arm holes, tight or midriff-baring shirts, spaghetti straps (1" minimum), revealing material, Goth styling, leggings/yoga pants/spandex unless being worn under a long shirt, dress, skirt or shorts. Undergarments (i.e. bras, bra straps, boxers, underwear) are to be kept covered. Shirt graphics must not convey, imply, or promote messages or lifestyles that contradict Camp's mission. No cross dressing is allowed, except for skirts if preapproved by leadership staff.

Swimming suits for girls are to be modest, one-piece suits or two-piece tankini styles covering the midriff; suits should be made of non-revealing material and without cutouts. Swimwear for guys must be of the boxer trunk style. Swimwear is to be worn to and from the cabin and beach only. Guys must wear shirts at all times unless down at the waterfront.

Appropriate footwear is to be worn at all times such as closed-toed shoes in the kitchen, dish room and performing maintenance tasks and shoes that provide ankle support for field games. Flip flops should only be worn to and from the cabins and the restrooms/showers or the waterfront. Bare feet are only allowed at the waterfront.

These Standards of Personal **Appearance** are to be considered minimum standards for all Camp Oak Hills' employees. The Leadership Team will be responsible to communicate and enforce the **Standards of Personal Appearance** for those they supervise. If a staff member is uncomfortable with what another staff or camper is wearing, they should bring their concern to a leadership staff. A staff member wearing immodest clothing will be corrected by a leadership staff of the same gender. Additional standards that are appropriate to specific jobs may be required, especially relating to safety.

Rest

Adequate rest is important to be pleasant and alert when we are serving others. Though it may be fun to keep late hours when away from home, lack of sleep makes it difficult to function if overdone. For this reason, everyone should be in their rooms no later than 10 p.m. and in bed and lights out by 10:30 p.m. After 10 p.m., noise should be kept to a minimum to avoid disturbing those who may be trying to sleep. Curfew is extended to midnight on nights off. Curfew may be adjusted for certain staff members by the missionary staff as deemed necessary.

Language/Conversation

No inappropriate language will be tolerated on the grounds, including behind closed doors when you think you will not be heard. Our conversations should always be uplifting. Therefore, profanity, obscenities, vulgar talk, off-color joking, hurtful sarcasm and the like are not acceptable and will not be tolerated. Please read Ephesians 4:29-5:4. Gossiping and talking about others in a negative way is also inappropriate. If you have a difficulty with someone, speak to that person directly. Problems regarding the camp or the program should be discussed with the camp director.

Attitude

We are here to serve the Lord, and to serve those whom He has brought to COH. We are to put the interests and needs of others before our own. We are to give of ourselves, and are to be kind, gentle, humble, compassionate, and patient. Please read Philippians 2:1-16 and Colossians 3:12-14. Hateful and harassing behavior or attitudes directed toward any individual or treating them in a manner inconsistent with how Christ has treated us will not be tolerated.

This is not an all-inclusive list, and other areas of conduct may need to be addressed as they arise. Please understand that our intent is not to create a legalistic list of do's and don'ts. People will not see Christ by looking at these guidelines. However, they will see Christ by looking at us and seeing Him alive and at work in us. When they see us serving, loving, and giving of ourselves for one another, then they will see Christ and be drawn to Him. That is why we serve at COH — that the lost may find Christ. Any one of us may be the person God will use to draw the lost to Himself. What a privilege to be so used, yet what a tremendous responsibility to live in a manner worthy of the Gospel of Christ.