



Dress Code Policy

Our goal at camp is to create a community where everyone feels welcome and accepted. For this reason, CKAKC has a dress code for all campers and staff members. We ask that everyone dress modestly and appropriately. Please review your camper's attire each day for items that might offend or embarrass another camper in any way. In a large community, any offensive item can cause discord between campers. This applies to campers of all ages. The following are general guidelines:

- Undergarments should be worn and covered appropriately.
- Shorts should be a reasonable length, so that camper may sit, stand, bend, and run comfortably.
- Shirts should be long enough to cover the midriff.

Clothing that is **not** accepted at CKAKC includes form-fitting clothing; see-through tops or bottoms; advertisements for alcohol or tobacco products; offensive slogans or symbols, or those that may offend ethnic, minority, religious, or other groups; shirts that show your belly button; or extremely low pants.

We ask both our campers and staff to keep attire tasteful, respectful, and appropriate for a children's camp. You will be asked to change your outfit if your attire does not meet these standards.

Friendships With Camp Staff Members Policy

The camp staff members (volunteers, counselors, leaders-in-training) provide an important service to our campers, giving their time and energy to make camp fun and safe. Campers and staff often develop friendships during camp. While at virtual camp, CKAKC makes every effort to ensure these friendships are appropriate by providing supervision within the limits of the program, conducting personal interviews with staff, conducting criminal background checks, and training staff about appropriate relationship boundaries. However, we cannot supervise these friendships after camp ends. Outside of the virtual camp program, CKAKC cannot regulate contact between campers and camp staff, or guarantee that such contact is appropriate. Parents should always know their child's friends and supervise their child's friendships, whether in person, on the telephone, or via Internet.

Social Networking and Blogging Policy

CKAKC generally views social networking websites (i.e. Facebook, Instagram, Twitter, TikTok, Snapchat), personal websites, and blogs positively. As an organization, CKAKC aspires to maintain a positive and respectful online presence, which protects the interests of the organization and complies with all applicable laws and regulations. CKAKC has an official presence on Facebook, Instagram, Twitter, TikTok and an organization website, www.campkidsarekids.org, which are maintained and updated by approved members of our organization. CKAKC does not host or sponsor any other social media sites or internet blogs. However, we respect the right of individuals to use these venues as a medium of expression. If individuals identify themselves as part of our organization on such venues, those reading the website, social media, or blog may view that person as a representative of CKAKC. Because of this possibility, we require that all individuals express themselves in a positive, respectful, and appropriate manner when referring to our organization in any website, blog or social media. This includes any references to our organization, programs and activities, campers, or staff members. The following behaviors are NOT acceptable when referring to CKAKC:

- Posting pictures, videos, or tape recordings of others (campers or staff members) without their written permission.
- Using the name of any camper or minor staff member under the age of 18.
- Using obscenities, profanity, or vulgar language.
- Disparaging or “putting down” CKAKC, our staff members, or our campers.
- Talking about engaging in activities that are prohibited by camp policies, such as using alcohol or illegal drugs, smoking, sexual behavior or harassment, or bullying.
- Harassing, bullying, or intimidating others (campers or staff members). This includes, but is not limited to: making derogatory comments about race, religion, gender identity, sex, sexual orientation, age, or disability; making sexually suggestive, humiliating, or demeaning comments; threatening to stalk, haze, initiate, or physically injure another person.
- Otherwise acting in a manner that is unbecoming of the individual’s position with the organization.
- Posting pictures of the individual wearing CKAKC gear (eg, shirts, hats, jackets) while engaging in any of the above activities.
- Using our copyrighted name or logo without CKAKC’s written permission.

Any person who violates any part of this policy will be subject to immediate discipline, up to and including termination. In addition, failure to follow this policy may affect future involvement with our organization, including being barred from participation in camp programs.

Harassment Policy

CKAKC recognizes that a person's right to freedom from discrimination includes the chance to work in an environment free of harassment. Offensive speech and conduct are inappropriate and damage the positive relationships necessary to run our program. Harassment creates an intimidating, hostile, or offensive environment and may unreasonably interfere with a person's performance, negatively affecting their camp experience.

Harassment includes all unwelcome advances, written or verbal innuendos, threats, insults, or disparaging remarks about a person's gender identity, sex, sexual orientation, national origin, race, creed, color, ancestry, age, sexual orientation, veteran status, physical or mental disability, or religious beliefs that are offensive to a person associated with the camp program. Examples include verbal harassment (derogatory remarks, demeaning jokes, slurs, or threats), physical harassment (assault, unnecessary touching, blocking movement, physical interference with movement), and visual harassment (derogatory or demeaning posters, cards, cartoons, graffiti, gestures). Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and conduct of a sexual nature. The victim usually believes, or is led to believe that they must let the conduct continue in order to remain at camp.

We encourage any camper or staff member who has questions about discrimination or harassment to speak with their immediate supervisor or the Camp Director. Anyone who is found to have harassed someone else will be subject to discipline, including termination. Disciplinary actions will be determined at the discretion of the Camp Director. We encourage anyone exposed to harassment to report it to an appropriate supervisor. Supervisors that become aware of unlawful harassment or inappropriate behavior must report the incident to the Camp Director. No retaliatory action will be taken against persons who make a good faith report of harassment. To ensure that reports are managed promptly and confidentially manner, uninvolved persons will not be told of such complaints.

Signing below confirms that you have read the above statements, that you understand it, and that you agree to be bound by it.

Printed Name

Signature

Date signed