



### Virtual Camp H-Town Staff Rules

1. Camper/Staff Ratios for Zoom Camp Sessions is 4:1 minimum of 2 adults per breakout room
2. Campers must never be left alone at any time. No staff member is alone with a camper at any time.
3. Staff are never allowed to use, possess, be under the influence or provide minors any illegal drug, alcoholic beverage, smoking or tobacco products during training or while camp is in session. Volunteers are held responsible for unacceptable and unlawful behavior. Any violation of this policy will constitute immediate dismissal.
4. Staff are expected to be present for the entirety of the Virtual Camp program. If you need to be absent at any time, you will need notifying a member of the Camp Leadership Team and insure our staff to camper ratios are in place.
5. Staff are expected to follow and enforce the camper discipline policy.
6. Staff are expected to follow all camp staff policies.
7. Volunteer cell phones and other electronic devices, except for the device(s) you are using for Zoom, should be shut off so there are no distractions from the campers. Please be cognizant of any background electronic devices (i.e. TV).
8. Use of volunteer's personal equipment, such as sports equipment or musical instruments, is permitted on the condition that volunteers assume the risk of loss or damage, with the camp assuming no such responsibility.
9. There is a time and place for romance, and camp is neither the time nor place. Inappropriate intimate behaviors between staff or campers will not be tolerated and will be grounds for immediate dismissal.
10. Evaluations of staff shall be done with this information remaining on file and accessible to the Leadership Committee in following years.
11. Camp H-Town hereby agrees to indemnify and hold harmless any staff from and against any and all claims, losses, liabilities and expenses, including reasonable attorney's fees, suffered or incurred by the volunteer (collectively, "Claims") if the staff is named in a legal action or threatened with legal action arising out of or related to the staff's actions while attending Camp H-Town. Notwithstanding the foregoing, the Camp H-Town, shall not indemnify or hold harmless any staff member for any reckless, willful, or wrongful acts or omissions by the staff member which give rise to such Claims.

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

Print Name: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_