



September 2004

## BOY SCOUTS OF AMERICA

National Office  
1325 West Walnut Hill Lane  
P.O. Box 152079, Irving, Texas 75015-2079  
972-580-2000

TO: Scout Executives

FROM: Debra C. Griffith  
Director, Insurance and Risk Management

SUBJECT: CAMP STAFF CODE OF CONDUCT

In an effort avoid unlawful harassment and discrimination and to reinforce BSA's Youth Protection policy, the attached Camp Staff Code of Conduct was developed with input from BSA's Legal Department, Program Group, and Human Resources Group. We used the Jamboree Code of Conduct as our model.

The Camp Staff Code of Conduct is available electronically on ScoutNet (<http://info.netbsa.org/adm/treasury/10-280/ccoc.pdf>) so that the form can be adapted and modified to your specific council needs. Affirmation #18 can be modified so that your camp staff handbook is identified by name.

Many camps have additional rules of conduct that could be added, including those addressing:

- Vehicle driving and parking
- Unauthorized climbing or other camp activity
- Fishing licenses
- Unauthorized selling of merchandise
- Overloading of electrical circuits
- Keeping food in a tent or personal porter
- Borrowing of another person's vehicle
- Fraternalizing with opposite sex while on duty in such a way it interferes with camp program or services

If the staff member is a minor, both the staff member and a parent should sign and date the code of conduct so that expectations are clearly understood by all responsible parties.

**2005 SCOUT CAMP STAFF**  
**Staff Statement of Understanding and Code of Conduct**

**Statement of Understanding:** All staff members, both youth and adult, are selected based on their qualifications in character, camping skills, physical and personal fitness, and leadership qualities. By signing the letter of appointment, all adult staff members as well as youth staff members and their parents or guardians agree to the conditions of the Statement of Understanding and Code of Conduct as a condition of participation, with the further understanding that serious misconduct or infraction of rules and regulations may result in termination and expulsion from camp. Each staff member is responsible for his or her own behavior. **All staff members are expected to abide by the Code of Conduct as follows:**

1. I will be guided by the Scout Oath and Scout Law and will obey all U.S. federal laws, as well as local and state laws.
2. I will set a good example by keeping myself neatly dressed and presentable.
3. I will attend all scheduled programs and participate as required in cooperation with other staff members and leaders.
4. I agree to follow the camp check-in and check-out procedures and to observe camp quiet hours.
5. I will be responsible for keeping my quarters and personal gear labeled, clean, and neat. I will adhere to all camp recycling policies and regulations. I will do my share to prevent littering of the campgrounds and agree to follow the principles of Leave No Trace.
6. I understand that the possession or consumption of alcoholic beverages or illegal drugs or misuse of prescribed drugs is prohibited at camp. I understand that the purchase, possession, or consumption of alcoholic beverages off council property must comply with state and federal law and must not affect my job performance.
7. Serious and/or repetitive behavior violations including use of tobacco, cheating, stealing, dishonesty, swearing, fighting, and cursing may result in termination or disciplinary action.
8. I understand that gambling of any form is prohibited.
9. I understand that possession of lasers of any type and possession or detonation of fireworks are prohibited.
10. Neither the camp nor the BSA local council will be responsible for loss, breakage, or theft of my personal items. I will label all my personal items and check items of value at the direction of staff leaders. Theft on my part will be grounds for termination and expulsion from camp.
11. I will use camp equipment in a safe manner and for its intended purpose and will return the equipment in good condition.
12. I understand that staff members are prohibited from having firearms and weapons in their possession or on camp property, in accordance with U.S., local, and state laws.
13. I understand the importance of following BSA's Youth Protection and safety policies and will follow those guidelines and report all violations that come to my attention.
14. Hazing has no place in Scout camp, nor does running the gauntlet, belt lines, or similar physical punishment. As a staff member I agree to prevent and stop all hazing activities.
15. I will respect diversity—whether the differences be in physical characteristics or in perspectives.
16. I have the responsibility not to engage in behavior that constitutes discrimination or harassment in any way, including race, color, national origin, sex, religion, age, disability, or citizenship of an individual. This applies to everyone, including fellow staff members, campers, adult leaders, parents, and outside vendors.
17. I have the responsibility to report instances of discrimination or harassment (directed at me or at others) to the camp director or the Scout executive.
18. I will comply with this Code of Conduct and the policies printed in the **Camp Staff Handbook**. Any violation may result in expulsion from the camp at my own expense. I understand that all such decisions will be final.

Staff Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Parent Signature (if staff is a minor) \_\_\_\_\_ Date: \_\_\_\_\_