

## **Camp Northern Star Code of Conduct**

Camp Northern Star expects appropriate behavior from all. All individuals are responsible for treating each other with respect, to follow camp's rules and to act in accordance with the Scout Oath and Law.

Our camps are a safe and inclusive space where we will not tolerate violence, bullying, harassment\* or the use of words and/or actions to make others feel unwelcome or unsafe.

It is our collective responsibility to both create this environment and to speak up and/or seek help when you witness or experience inappropriate behavior.

Reports of inappropriate behavior can be made to your group's leadership or camp employees and will not result in retaliation.

\*Any form of discrimination or harassment that violates federal, state or local law are also a violation of this policy and will be treated as a disciplinary matter. This includes but is not limited to an individual's gender, race, religion, color, sexual orientation, national origin or disability.

Individuals can expect:

- Instances of witnessed and/or reported inappropriate behavior will be addressed and will involve group leadership as a first step.
- Instances of repeated behavior, reports of inappropriate behavior involving multiple groups, and more significant behaviors will require additional direct intervention by camp leadership. Parents or guardians of youth may be notified and continued involvement in camp programming may be modified.
- Actions that are in violation of the code of conduct, are pervasive or significantly compromise the safety and well-being of others may result in an individual or up to the entire group being sent home at their own expense and without a refund of fees paid.