



## STIX Diabetes Programs Volunteer Code of Ethics

During the volunteer selection and training process, STIX Diabetes Programs will make every effort to provide volunteers with policies that govern our living and working in a healthy and safe environment. The following must be understood and agreed to by all volunteers. Violations of this code may result in dismissal.

- As a rule, campers requiring adult supervision shall not be left alone with a single adult. Adding an additional camper or adult will help avoid the risk of injury or abuse, and also the potential appearance of impropriety.
- Volunteers will not abuse campers or other volunteers in any way including:
  - Physical abuse: strike, spank, shake, slap
  - Verbal abuse: humiliate, degrade, threaten, use profanity
  - Sexual abuse: including inappropriate touching, or display
  - Mental abuse: hazing, negative manipulation
- Volunteers will report any suspicions of abuse or neglect to the appropriate camp leadership (Camp Director or Camp Medical Director) immediately in compliance with state reporting regulations.
- Volunteers will treat with confidence and respect the personal information they have learned from or about campers subject to the policies on reporting abuse and neglect.
- Volunteers will treat campers of all genders, ethnicities, religions, and cultural backgrounds with respect and consideration.
- Volunteers will use positive guidance techniques, including redirection, anticipation and/or elimination of potential problems, positive reinforcement, support and encouragement -- **not** competition, comparison, criticism, or humiliating discipline techniques.
- Volunteers will report any significant incident or accident immediately to their Camp Director and Camp Medical Director.
- Volunteers will portray a positive role model for campers including but not limited to maintaining an attitude of respect, loyalty, patience, courtesy, tact, and maturity.
- Volunteers will not use profanity or discuss adult subject matter in the presence of campers or minors.
- Volunteers will dress appropriately for camp, according to guidelines sent out to volunteers before camp and discussed during training.

- Volunteers will not use, possess, or be under the influence of alcohol, tobacco or illegal drugs while at camp or camp training events.
- Volunteers are prohibited from having firearms or other weapons while at camp.
- Volunteers will comply with the outlined activities and expectations of their defined jobs at camp and participate in all required activities prior to camper arrival (i.e. camp meetings and orientation).
- Volunteers must be willing and prepared to assist campers in meeting daily personal needs.
- Volunteers must accommodate and be sensitive to the developmental differences and abilities of individual campers.
- Volunteers will not accept gifts of goods or money from campers or their families.
- Volunteers will not exchange personal information (such as email addresses and phone numbers) unless given specific permission by the camper's parents.
- Volunteers will not abuse, steal from, or show disrespect to their fellow volunteers, campers, or camp/personal property.
- Volunteers will agree to all criminal and other background check information requested of them and must meet qualification standards established by the organization.
- With regard to internet posting and emailing of pictures and messages, volunteers will recognize that they reflect and demonstrate STIX Diabetes Programs to the public; and therefore, they will conduct themselves in a manner which is polite, respectful, non-romantic, responsible, and which demonstrates leadership qualities which are expected at camp.
- Romantic displays of affection (public or private) will not be tolerated.
- Volunteers will not attempt to organize camp-related Internet sites or projects, or to communicate on behalf of STIX Diabetes Programs without specific, expressed permission from the Camp Director or Board President.

Failure to comply with the above expectations may result in dismissal from camp. As an applicant for a volunteer position at STIX Diabetes Programs, you will be asked to agree to the above behavioral expectations. Thanks for following these policies, and for always behaving in a way that is respectful and which brings honor to STIX!

If you have any questions, please contact [stix@campstix.org](mailto:stix@campstix.org)