



## **American Heritage Girls Camp Arrowhead Adult Behavior Agreement**

We are so excited to have you volunteer for our camp and your willingness to give your time and talent to serve the girls in our care! In order to serve at our camp, we have some guidelines we request you agree to.

It is important that we as leaders and Role Models for these girls are living out and displaying the kind of behaviors that are positive and Christ honoring.

Below are the guidelines we expect all Adult Volunteers and Leaders adhere to.

### **Zero Tolerance Policy:**

#### **INAPPROPRIATE BEHAVIORS (for which zero tolerance will be exercised):**

**Towards Girls:** Private messages or emails to a girl without a second leader or parent included, physical assault, aggressive touch (hitting, kicking), kissing, lap sitting (outside of family), inappropriate compliments or questions relating to physique or body development, apparel, jokes, innuendos, or conversation that are sexual in nature, harassment, bullying, ridicule, excess teasing, lying, gossip, allowing or encouraging girls to engage in any of these stated behaviors without intervening, verbal abuse, name calling, or continual complaining. Showing favoritism towards certain girls over other girls. Excluding girls from being included or being a part of the group.

**Towards Other Leaders and Troop Leadership:** Harassment, bullying, ridicule, excess teasing, lying, gossip, divisiveness, verbal abuse to the face or behind the back, name calling, continual complaining, bad mouthing, a negative or bad attitude.

**In General:** Use a possession of Unlawful weapons, Tobacco, or tobacco related products (Vaping), Alcohol, or any illegal substance or Paraphernalia during camp. Theft, Vandalism, or Damage to anything in or around AHG or Camp Property.

#### **APPROPRIATE BEHAVIORS:**

**Towards Girls:** Handshakes and high fives, arm around shoulders or pats on shoulder or back, verbal praise for achievements or behavior, verbal encouragement, scripturally based teaching, pursuant to non-denominational, evangelical doctrine, seeing a Godly example and being willing to call out inappropriate behaviors in girls, with love and grace. Matthew 18 conflict resolution practices.

**Towards other Leaders and Camp Leadership:** Respect for the authority and decisions made by Camp Leadership. An encouraging and loving spirit with heaps of grace shown towards one another. At Camp Arrowhead we welcome ideas, suggestions, and kind discussion about any concern that you may have. We have an open-door policy. Please speak to Camp Staff not “about” Camp Staff. Matthew 18 conflict resolution practices.

**Adult Behavior Agreement**

As an Adult member of AHG, I agree to:

- Live out and model the AHG oath and creed in both behavior and attitude as an example to my daughter, leaders and other girls at camp.
- Use language appropriate for a Christian community.
- Respect the rights, privacy, and property of others.
- Wear appropriate and modest clothes for activities.
- Absolutely Not engage in any of the inappropriate behaviors listed above.
- Abide by all rules and regulations set forth by our Troop’s Charter, Camp Board and leadership.
- Respect the leadership and authority of AHG, Camp Arrowheads Board, and DE2024 Charter whether I agree or not. (Rom. 13:1-2)
- Refrain from gossip, bad-mouthing, divisiveness, and complaining.
- Handle conflict in accordance with Matthew 18:15-20.

Please sign below that you have read and agree to this behavior agreement.

**Adult Signature** \_\_\_\_\_ **Date** \_\_\_\_\_

**Family Last Name Printed** \_\_\_\_\_

*\*By signing this agreement adults understand they will be removed from the premises should they violate any of the behaviors noted in the Zero Tolerance Policy.*