



Camp St. Raphael 2017

8615 Shannon Way, Wichita, KS 67206
Phone: 316.634.1440 – E-mail: gayle@campstraphael.org
www.campstraphael.org



Counselor-in-Training (CIT) Application Instructions for ages 17-18

Dear CIT Applicant and Parent,

We are looking forward to a wonderful camping season in 2017! Please make sure you complete the payment page and send it with this form. No form will be processed without the payment form. This year there are new deadline and fees. All of this information is included below. Please read it thoroughly!

This page contains vital information regarding the registration process. Please read all of the instructions carefully before continuing and filling out the Registration Form, even if your child has attended camp in previous years, as some of our policies have changed. We would like your child to have the best experience possible, and your cooperation is vital.

Once your child is registered, you will receive confirmation and the Camper/Parent Packet to assist you and your child in preparation for the summer camp experience. This packet will include medical and billing information, and instructions of things to expect and how to get ready for the summer.

Please know that the demand for camp is great and spaces fill up quickly. Applications will be processed according to when they are received; therefore sending them by registered mail can delay your camper's acceptance. We encourage all parents to register early. We wish you a wonderful year, and look forward to our sixteenth year of Camp St Raphael.

Yours in Christ,

Father James Shadid
Camp Director

Gayle Malone
Executive Director

Counselors-in-Training (CITs): Those who are 17 or 18 years of age may apply to be selected as a Counselor-in-Training (CITs). CITs are assigned to a veteran counselor and are delegated responsibilities in the supervision of younger campers, for which they are compensated by a reduced camper fee. The deadline to apply to be a CIT is **March 1, 2017**.

CIT applicants that are 17 years old may also choose to register as a camper in case they are not selected as a CIT. Camper spots are reserved on a first come first serve basis. Therefore, we encourage you to send your camper application as soon as possible if you wish to be a camper. Only one deposit needs to be sent in for both applications. Participants are limited to one session per summer, regardless of status (CIT or camper).

CIT applicants that are 18 years old may also choose to apply for a staff position. If selected as staff, the CIT deposit will be returned. A separate staff application must be submitted to be considered for a staff position.

CIT References: All CIT applications must include three references: one from your parish priest and one from a current or previous teacher or coach and one from a non-relative adult who has knowledge of the applicant's suitability for the position (someone with whom you are in daily/regular contact). The forms are included with this application packet and it is the applicant's responsibility to see that they either collect the completed, sealed references and include them with the application or make sure they are returned to CSR by the **March 1, 2017 deadline**. Please follow the confidentiality instructions carefully.

Registration: For a CIT to be registered, we must receive both 1) a fully-completed Application Form (attached) and 2) a \$55 deposit, made payable to Camp St Raphael, The CIT fee is \$300. Balance of payment if accepted, is due by **May 15th**, or the CIT's spot may be forfeited. All balances will be billed to the campers'

parents, regardless of any parish subsidies.

Late Fee: There will be a \$25 fee for any forms received after May 15. Late fees must be paid prior to the camping session

Cancellation: We appreciate prompt notification if a CIT must cancel. Cancellations before **May 15th** will receive a full refund less the deposit. After May 15th, refunds of tuition payments may be requested in writing and will only be granted if a replacement for the open spot is found, except in cases of family emergency.

Scholarships: Each parish in the Antiochian Archdiocese is provided with \$700 in scholarship funds from the Order of St. Ignatius of Antioch. Your parish priest determines the disbursement of these funds and can be consulted for all details. **Scholarship Forms must be sent by March 1 by your parish priest.** Notification of additional awards will be sent shortly after March 1.

Insurance: All campers should be covered by their family policy. While CSR will act as guarantor, any costs incurred by the Camp in providing required treatment for doctor's appointments, prescriptions, etc., will be billed to the parents.

Medical Information: Once registered, you will receive the Health History & Examination Form. This medical form must be filled out in its entirety by you and the camper's doctor, and mailed to our office no later than **May 15th. There will be a \$25 fee for any forms received late.**

Billing Information: Balance of all payments are due on **May 15th**, or the CIT's spot may be forfeited. All balances will be billed to the CIT's parents, regardless of any parish subsidies. Please note that there will likely be a waiting list for CITs due to the number of applicants, and any selected CIT with outstanding balances or missing medical forms after May 15 may forfeit their spot to a CIT on the waiting list.

Transportation to Camp St. Raphael: Parents are responsible for notifying the camp of all travel arrangements no later than **May 15th. One Transportation Form per camper must be completed including the name of the chaperone(s).** This year there is a **\$20** Airport Fee per camper. ***There will be a \$25 fee assessed for any travel arrangements received late.***

Camp Activities: Life at camp takes full advantage of our outdoor setting. Activities include field sports, boating, Challenge Ropes Course, archery, swimming, and canoeing. Rainy days are a frequent occurrence, so rain gear is a must.

Conduct: All CITs are expected to act in ways appropriate to an Orthodox Christian setting. While all disciplinary action will be taken to attempt resolution on site, the Camp Director reserves the right to immediately dismiss CITs for gross violations of camp rules. Parents will be responsible for arranging and covering costs for their child's early departure.

More Information: Upon being registered, you will receive confirmation and the Camper/Parent Packet to assist you and your child in preparation for the summer camp experience. This packet will include medical and billing information, and instructions of things to expect and how to get ready for the summer.

| 2017 Camp St. Raphael | | |
|-----------------------|------------------|---------|
| Session Number | Session Date | Tuition |
| Session One: | June 25 – July 1 | \$300 |
| Session Two: | July 2 – July 8 | \$300 |
| Session Three: | July 9 – July 15 | \$300 |

Camp Director Fr. James Shadid – (316) 209-3605 campstraphael@yahoo.com
Executive Director Gayle Malone – (316) 634-1440 gayle@campstraphael.org



Camp St. Raphael 2016

8615 Shannon Way, Wichita, KS 67206
Phone: 316.634.1440 – E-mail: gayle@campstraphael.org
www.campstraphael.org

Counselor-in-Training (CIT)

Application Instructions

for ages 17-18

Please complete
each part of this
application!
Everything must
be in by March 1st

CIT Information

Name: _____
Preferred First Name _____ Last Name _____ Legal First Name (if different) _____

Birthdate : ____/____/____ HS Graduation Year _____ ☐ Female ☐ Male
Month Day Year

Address: _____
Street (include Apt. No.) _____
City _____ State/Province _____ Zip _____ Country _____

CIT Email: _____ T-shirt Size: YM YL S M L XL 2XL

Parish Name: _____ Parish City/State: _____

Please indicate which parent's email address should be our primary contact: ☐ Father's email ☐ Mother's email

Father's Information

Name: _____
Email: _____
Home Phone #: _____
Work Phone #: _____
Cell Phone #: _____

Mother's Information

Name: _____
Email: _____
Home Phone #: _____
Work Phone #: _____
Cell Phone #: _____

Emergency Contact

Name: _____
Relationship: _____
Day Phone #: _____
Evening Phone #: _____

Sessions

You may indicate more than one session, in order of your desired preference, in case your first choice is filled (1=first choice, 2=second choice, 3=third choice). However, CITs may only attend one session.

_____ Session One: June 25 – July 1, 2016 _____ Session Two: July 2 – July 8, 2016
_____ Session Three: July 9 – July 15, 2016

References

In addition to my parish priest, I have given the two remaining reference forms to the following:

Former or Current Teacher or Coach: _____ Phone #: _____
Name

Personal Reference: _____ Phone #: _____

Essay

Please enclose a one-page essay with your application. It should include the following:

- 1) A brief biographical sketch,
- 2) What you hope to offer the campers who will be placed in your care,
- 3) What you hope to learn by serving as a CIT at Camp St. Raphael.

Transportation

- ☐ My child's travel arrangements have yet to be finalized and I will send the information by June 1st
☐ My child will arrive at Camp by: ☐ Driving In ☐ Airplane* ☐ Other _____

***\$20 Airport Fee**

If your CIT is arriving via a method other than by car, please have any pertinent information submitted to CSR no later than May 15th. Travel information, which is the responsibility of the parent, may be either emailed to Gayle Malone at gayle@campstaphael.org or sent via regular mail. Information received late is subject to a \$25 late fee.

Registration Agreement

I understand that if my child is registered for camp this summer I will receive the Camper/Parent Packet in the mail, which will include important information to prepare both myself and my child for the summer including the health form. I understand that there will be materials that need to be returned to Camp St Raphael according to dates listed on the Camper Registration Instructions sheet, and all fees must be paid in full by **May 15, 2017**, or my child's spot may be forfeited and given to a child on the waiting list.

I have read, understand, and agree to all of the registration instructions given in the attached sheet. I have fully completed the payment information. Enclosed is a \$55 non-refundable deposit for each camper made payable to the Camp St. Raphael.

Parent Signature _____ **Date** ____/____/____

All forms must include a signature to be accepted.

Payment Information

Please find enclosed/attached the payment for my child/children to attend CSR:

Check number _____ Amount _____ (\$55 deposit required with each application)
OR

Camp St. Raphael will notify all CIT applicants by April 15th if they have been selected to serve in the role of a CIT. There is designated space in each session for CITs.

After your child and you have been notified of their acceptance, a health form will be sent and must be fully completed and returned to us by May 15th. The final payment of the tuition is due no later than June 1st.

NON-DISCRIMINATORY NOTICE: Camp St. Raphael does not and will not discriminate against any student, employee, or other person because of race, color, religious creed, ancestry, national origin, age, sex, veteran's status, or disability.

Part 2: Rating of Personal Qualities

Please candidly evaluate the applicant based on your observed knowledge using the following scale definitions. Please circle one for each category

| <i>In my opinion, the applicant:</i> | Completely Agree | Agree | Somewhat Agree | Disagree | Completely Disagree | No Basis For Rating |
|--|------------------|-------|----------------|----------|---------------------|---------------------|
| Can be depended on to follow through with responsibilities | 5 | 4 | 3 | 2 | 1 | NB |
| Seems more mature than his/her peers | 5 | 4 | 3 | 2 | 1 | NB |
| Is considered to be a motivated person | 5 | 4 | 3 | 2 | 1 | NB |
| Is perceptive to situations going on in his/her/surroundings | 5 | 4 | 3 | 2 | 1 | NB |
| Shows initiative in taking on responsibility | 5 | 4 | 3 | 2 | 1 | NB |
| Demonstrates good judgment in decision making | 5 | 4 | 3 | 2 | 1 | NB |
| Shows leadership in either official or unofficial capacities | 5 | 4 | 3 | 2 | 1 | NB |
| Is sensitive to the needs of others | 5 | 4 | 3 | 2 | 1 | NB |
| Should not be entrusted with care of children | 5 | 4 | 3 | 2 | 1 | NB |
| Demonstrates good problem solving skills | 5 | 4 | 3 | 2 | 1 | NB |
| Manages his/her time well | 5 | 4 | 3 | 2 | 1 | NB |
| Works as a team member | 5 | 4 | 3 | 2 | 1 | NB |
| Would probably respond well in crisis situations | 5 | 4 | 3 | 2 | 1 | NB |
| Would be easily entrusted with the care of my own children | 5 | 4 | 3 | 2 | 1 | NB |
| Has difficulty taking direction from those in authority | 5 | 4 | 3 | 2 | 1 | NB |
| Is a source of inspiration to others | 5 | 4 | 3 | 2 | 1 | NB |
| Gets along well with most people | 5 | 4 | 3 | 2 | 1 | NB |

If needed, may we contact you for further information? ☐ Yes ☐ No

Name: _____

Daytime Phone: _____

Address: _____

Email Address: _____

City, St/Pr, Zip _____

To the best of my knowledge, all statements made or on this Reference Form are true and represent my honest appraisal of the qualifications of the applicant.

Signature of Reference Writer

____/____/____
Date

Part II: Narrative Report

1. How would you describe the applicant's attendance at Liturgical Services?

- ☐ Weekly ☐ Monthly ☐ Attends irregularly

Comments: _____

2. How would you describe the applicant's participation in the Sacraments (Confession and Communion)?

- ☐ Weekly ☐ Infrequently ☐ Almost Never ☐ Never

Comments: _____

3. In which parish organization has the applicant been active? (circle as many as apply)

- ☐ Youth Group/Teen SOYO ☐ Choir ☐ Altar Server ☐ Church School Teacher

Other: _____

4. Please comment on the applicant's Christian education through Church School:

- ☐ Presently attends ☐ Graduated from Church School ☐ Rarely attended

Comments: _____

5. In what ways do you think the applicant would benefit from a camp position?

6. How capable is the applicant of inspiring youth in the spiritual objectives of the camp? Ability to lead evening prayer in the cabin or unit? Example of life?

7. To your knowledge, does the applicant have any tendency toward child or sexual abuse?

- ☐ Yes ☐ No

8. Would you wholeheartedly recommend this applicant for a position at Camp St. Raphael?

- ☐ Yes ☐ No

9. Please make any additional comments you think might be helpful to us in determining whether this applicant has the qualifications to be a moral, Christian model for youth and to assume responsibility over young people in a camping situation.

Comments: _____

To the best of my knowledge, all statements made on this Reference Form are true and represent my honest appraisal of the qualifications of the applicant.

Signature of Reference Writer

If needed, may we contact you for further information? ☐ Yes ☐ No

Daytime Phone Number: _____

Email Address: _____

Part 2: Rating of Personal Qualities

Please candidly evaluate the applicant based on your observed knowledge using the following scale definitions. Please circle one for each category

| <i>In my opinion, the applicant:</i> | Completely Agree | Agree | Somewhat Agree | Disagree | Completely Disagree | No Basis For Rating |
|--|------------------|-------|----------------|----------|---------------------|---------------------|
| Can be depended on to follow through with responsibilities | 5 | 4 | 3 | 2 | 1 | NB |
| Seems more mature than his/her peers | 5 | 4 | 3 | 2 | 1 | NB |
| Is considered to be a motivated person | 5 | 4 | 3 | 2 | 1 | NB |
| Is perceptive to situations going on in his/her/surroundings | 5 | 4 | 3 | 2 | 1 | NB |
| Shows initiative in taking on responsibility | 5 | 4 | 3 | 2 | 1 | NB |
| Demonstrates good judgment in decision making | 5 | 4 | 3 | 2 | 1 | NB |
| Shows leadership in either official or unofficial capacities | 5 | 4 | 3 | 2 | 1 | NB |
| Is sensitive to the needs of others | 5 | 4 | 3 | 2 | 1 | NB |
| Should not be entrusted with care of children | 5 | 4 | 3 | 2 | 1 | NB |
| Demonstrates good problem solving skills | 5 | 4 | 3 | 2 | 1 | NB |
| Manages his/her time well | 5 | 4 | 3 | 2 | 1 | NB |
| Works as a team member | 5 | 4 | 3 | 2 | 1 | NB |
| Would probably respond well in crisis situations | 5 | 4 | 3 | 2 | 1 | NB |
| Would be easily entrusted with the care of my own children | 5 | 4 | 3 | 2 | 1 | NB |
| Has difficulty taking direction from those in authority | 5 | 4 | 3 | 2 | 1 | NB |
| Is a source of inspiration to others | 5 | 4 | 3 | 2 | 1 | NB |
| Gets along well with most people | 5 | 4 | 3 | 2 | 1 | NB |

If needed, may we contact you for further information? ☐ Yes ☐ No

Name: _____

Daytime Phone: _____

Address: _____

Email Address: _____

City, St/Pr, Zip _____

To the best of my knowledge, all statements made or on this Reference Form are true and represent my honest appraisal of the qualifications of the applicant.

Signature of Reference Writer

_____/_____/_____
Date

Part 2: Rating of Personal Qualities

Please candidly evaluate the applicant based on your observed knowledge using the following scale definitions. Please circle one for each category

| <i>In my opinion, the applicant:</i> | Completely Agree | Agree | Somewhat Agree | Disagree | Completely Disagree | No Basis For Rating |
|--|------------------|-------|----------------|----------|---------------------|---------------------|
| Can be depended on to follow through with responsibilities | 5 | 4 | 3 | 2 | 1 | NB |
| Seems more mature than his/her peers | 5 | 4 | 3 | 2 | 1 | NB |
| Is considered to be a motivated person | 5 | 4 | 3 | 2 | 1 | NB |
| Is perceptive to situations going on in his/her/surroundings | 5 | 4 | 3 | 2 | 1 | NB |
| Shows initiative in taking on responsibility | 5 | 4 | 3 | 2 | 1 | NB |
| Demonstrates good judgment in decision making | 5 | 4 | 3 | 2 | 1 | NB |
| Shows leadership in either official or unofficial capacities | 5 | 4 | 3 | 2 | 1 | NB |
| Is sensitive to the needs of others | 5 | 4 | 3 | 2 | 1 | NB |
| Should not be entrusted with care of children | 5 | 4 | 3 | 2 | 1 | NB |
| Demonstrates good problem solving skills | 5 | 4 | 3 | 2 | 1 | NB |
| Manages his/her time well | 5 | 4 | 3 | 2 | 1 | NB |
| Works as a team member | 5 | 4 | 3 | 2 | 1 | NB |
| Would probably respond well in crisis situations | 5 | 4 | 3 | 2 | 1 | NB |
| Would be easily entrusted with the care of my own children | 5 | 4 | 3 | 2 | 1 | NB |
| Has difficulty taking direction from those in authority | 5 | 4 | 3 | 2 | 1 | NB |
| Is a source of inspiration to others | 5 | 4 | 3 | 2 | 1 | NB |
| Gets along well with most people | 5 | 4 | 3 | 2 | 1 | NB |

If needed, may we contact you for further information? ☐ Yes ☐ No

Name: _____

Daytime Phone: _____

Address: _____

Email Address: _____

City, St/Pr, Zip _____

To the best of my knowledge, all statements made or on this Reference Form are true and represent my honest appraisal of the qualifications of the applicant.

Signature of Reference Writer

_____/_____/_____
Date



Sexual Misconduct Policies

Policies and Procedures Regarding Sexual Misconduct at Camp St. Raphael

These *Policies and Procedures* are in addition to the Antiochian Orthodox Christian Archdiocese of North America's *Policies and Procedures Regarding Sexual Misconduct* adopted June 3, 1999.

At Camp St. Raphael we are concerned with what campers take home with them. We are also concerned with how they grow physically, emotionally and spiritually. We are concerned with their growth in human relations and how they interact with one another.

As a spiritual retreat all activities at Camp St. Raphael adhere to Orthodox Christian virtues. Among these virtues are the affirmation and acknowledgement that each person is a child of God and a Temple of the Holy Spirit (1 Cor. 6:19) created in the image and likeness of God (Gen. 1:26). It is to affirm that each person is our neighbor (Luke 10:25 et seq.) and that we are to treat each person as we wish to be treated (Matt. 7:12), i.e., with kindness, respect, patience and agape love.

Christ instructed us to love one another as He loved us (John 15:12-13), giving His life for our sakes. Accordingly, any behavior that exhibits Christian virtue is expected. Conduct which is contrary to Christ's teachings is a sin and unacceptable.

It is essential that all priests, leaders, workers, counselors, volunteers, CITs and others involved at Camp St. Raphael understand the overwhelming public concern regarding abuse and sexual conduct issues. Violations can quickly lead to the involvement of law enforcement officials and can quickly destroy the reputation and work of the Camp.

This written policy statement is designed for clarification of the issues among all staff members, volunteer or paid, counselors or CITs, clergy or laity. Admittedly it is conservative. The impressions that campers (who come from a variety of backgrounds) take home with them and pass along to their parents or friends, or parents gain when visiting CSR, help determine whether campers will return or recommend the camp to others. These same impressions or perceptions affect the reputation of the CSR. A reputation of having an outstanding camping program can take years to gain and a single inappropriate experience to lose. Members of the CSR community, including campers and staff must not be uncomfortable with their own impressions and reactions to the sexual behavior of others.

We cannot be too careful in the area of sexual abuse. Even the appearance of inappropriate conduct or the filing of a false allegation can cause irreparable damage to the reputation of the accused staff member and Camp St. Raphael. Therefore, all staff members must be very cautious in order to avoid doing anything that could be interpreted as sexual abuse or sexually inappropriate conduct.

As a result these procedures are read broadly and expansively to protect the interest of the children, campers, counselors, CITs and other staff, both volunteer and paid, clergy and laity. Conduct proscribed here is not all-inclusive. Staff must avoid even the appearance of impropriety.

There are, consequently, certain behaviors that must be mentioned that are prohibited for CSR employees and volunteers during their stay at Camp St. Raphael. These include engaging in any physical touching of any kind including but not limited to kissing, petting, caressing, or any other contact or conduct intended for sexual gratification with any other person related in any way to the camp, including but not limited to campers, counselors, CITs, employees or volunteers.

Sexual misconduct also includes verbal misconduct. Vulgar, obscene, suggestive or profane talk or behavior is strictly forbidden. Such conduct includes narrative accounts of sexual activities, sexual innuendoes, comments about one's body or that of another person, discussions of sexual activities or experiences, or obscene jokes.

There are additional behaviors, while not necessarily intended for sexual gratification, that are inappropriate due to the appearance of possible impropriety. These include interactions between staff members and other staff members (counselors and/or CITs) and/or campers such as: massages, hand holding, sitting on laps or full body hugs.

Some general guidelines for counselor behaviors with campers, CITs, and other counselors include:

Never touch anyone against the person's will (verbally or non-verbally expressed) unless it is to prevent an accident.

Appropriate touching, that takes into account the touched one's comfort level, may include pats on the back, touch on the shoulder, hugs of welcome, hello, goodbye, thanks, congratulations (however not full body or excessively long hugs), hand shakes, high fives, arms around shoulders. Appropriate touching can become inappropriate such as excessive tickling, wrestling with or teasing a camper.

Inappropriate touching is any physical contact that violates the touched person's comfort level. It is touch that is given or forced on another person for the primary satisfaction of the actor not the one touched. Touching of the genitals, buttocks or any touching for sexual gratification is always inappropriate and cannot be consensual.

It is inappropriate to share information about your personal sexuality or sex life or to inquire about another person's.

It is inappropriate to show favoritism or to encourage crushes or romantic fantasies that campers may have about you.

Respect the privacy of campers during the times when they are changing clothes or showering.

It is inappropriate to share a bed or sleeping bag with a camper.

It is inappropriate to show signs of affection to other staff in front of the campers. Behavior of the staff should be circumspect around campers so that at no time do they associate any two staff members as a couple. Any and all behavior in a camp setting must allow for perceptions and concerns of others.

All staff must be concerned for the safety and protection of the campers and others at CSR. As a result, it is required of all staff that they report any violations or other improprieties even if it involves another staff member. Failure to report an incident or complaint that is made known to a staff member can result in discharge.

If a child confides in a staff member about another camper or staff member, the staff member shall discuss the disclosure personally with the Executive Camp Director, or if that is not possible with the Camp Director, Program Director. The staff member should refrain from investigating the complaint independently or from discussing it with other staff.

Any violations of the above guidelines and procedures must be reported at once to the Executive Camp Director and to the Archdiocese Headquarters. If for any reason one feels unable to report the violation to the Director, the violation may be reported directly to the Overseeing Bishop at the

Archdiocese Headquarters. All violations will be investigated for both the protection of the child and for the protection of the one alleged to have committed the violation.

The Executive Camp Director, in consultation with the Archdiocese, will contact the appropriate authorities in accordance with relevant state and local law and the parents. Investigations of violations will follow the procedures set forth in the Archdiocese's *Policies and Procedures* June 3, 1999.

In the event the reported incident involves child or sexual abuse by a staff member, paid or volunteer, the Executive Camp Director will, without exception suspend the person from the camp. The parents or legal guardian of the child(ren) involved will be promptly notified in accordance with the directions of the relevant state or local agency.

In the event the reported incident involves an alleged violation of the guidelines less than that of abuse, the Executive Camp Director will consult with the Archdiocese to determine whether the person should be suspended pending the complete investigation.

Whether the incident or alleged offense takes place on or off camp property, it will be considered camp related. Reinstatement of the staff person will occur only after all allegations have cleared to the satisfaction of the investigative committee and the Metropolitan Primate. All camp staff and volunteers must be sensitive to the need for confidentiality in the handling of this information and should only discuss the incident with the Executive Camp Director and the investigative committee.

All staff, counselors, CITs and volunteers, lay and clergy must read and sign this policy.

SIGNATURE_____DATE_____

PRINT NAME_____



Camp St. Raphael Staff Policy for Online Social Networking and Blogging Websites

Once a person accepts a position as a member of the staff at Camp St. Raphael, they accept a great responsibility that lasts well beyond the time that one spends on the camp grounds in Wagoner, Oklahoma. Staff members will forever be recognized by campers, parents, clergy, fellow staff members, and many others as a representative of Camp St. Raphael and, more importantly, the Orthodox Christian faith.

In general, Camp St. Raphael views social networking sites (e.g., MySpace, Facebook, etc.), personal Web sites, and Weblogs positively and respects the right of staff to use them as a medium of self-expression. With the advent of internet technology and social networking websites, information can be posted on the internet and seen by just about anyone with access to the internet.

Each Camp St. Raphael staff member who posts information (text and photos) on the internet in any format including social networking websites, personal websites, instant messenger profiles and away messages, and any other information posted on the internet, must do so in accord with that of an Orthodox Christian lifestyle. In addition, Camp St. Raphael requires that staff observe the following guidelines when referring to the camp, its programs or activities, its campers, and/or other staff, in a blog or on a Web site:

- 1) Any photos or messages that are linked or "tagged" from "friends" and attached to your site(s) or profile(s) that are inappropriate should be removed.
- 2) Staff must be respectful in all communications and blogs related to or referencing Camp St. Raphael, its campers, and/or other employees.
- 3) Staff must not use obscenities, profanity, or vulgar language.
- 4) Staff must not use blogs or personal Web sites to disparage Camp St. Raphael, other campers, or staff of Camp St. Raphael.
- 5) Staff must not use these venues to discuss engaging in conduct prohibited by camp policies and an Orthodox Christian lifestyle, including, but not limited to, the use of alcohol and drugs, sexual behavior, sexual harassment, and bullying.
- 6) Staff must not post pictures of campers on a Web site without obtaining written permission from the parents of the camper(s).

Any staff member found to be in violation of any portion of this policy will be subject to immediate disciplinary action, up to and including the staff member's voluntary dismissal from the staff at the discretion of the Camp Director.

By signing below, I agree to the policy listed above.

Print Name

Signature

____/____/____
Date