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## Code of Conduct

For:

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### Statement of Purpose

Our goal for each camper attending our program is to provide a fun experience within a safe environment that promotes learning and social growth. Because of this goal, campers are encouraged to participate in all camp activities to the best of their ability. Likewise, campers are encouraged to treat one another and the staff with mutual respect.

We acknowledge that during camp, throughout the course of activities, conflicts between individuals and groups may arise. It is within conflict resolution—the give and take of negotiation—that some of the most important lessons at camp are learned.

Occasionally, behavior on the part of camper may become too disruptive to the camp community, therefore requiring their removal from the camp program because conflict resolution cannot be reached. The following guidelines are presented for participants. Parents are encouraged to review these guidelines with their child attending a camp program.

All Minnesota Farmers Union Camp and Retreat Participants are to:

1. Abide by the rules and regulations of camp
2. Use language that is appropriate
3. Respect the rights, privacy, and property of others
4. Respect the property and facilities of the camp
5. Wear appropriate clothes for activities as suggested by camp staff and camp policy
6. Refrain from engagement within or threatening to engage in acts of physical, sexual, or verbal abuse
7. Refrain from the usage of or possession of tobacco, alcohol, or any illegal substance and/or paraphernalia
8. Refrain from possession or usage of weapons

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#### Disciplinary Action

MFU will attempt to be fair in assessing consequences for camper behavior. When appropriate, consequences shall be given in a progressive order in relation to the severity and/or frequency of the infraction(s). The specific disciplinary action and severity of punishment for inappropriate camper behavior will be handled by camp leadership staff and/or MFU's Education Director. Law enforcement officials will be involved when laws have been broken. Parent/guardians and campers will be made aware of their rights under the law.

#### Zero Tolerance Policy

MFU has adopted a zero tolerance for the following behaviors:

1. Possession or use of tobacco, alcohol, or any illegal substance or paraphernalia

2. Possession or use of weapons of any kind

3. Theft

4. Physical violence or assault

5. Sexual Violence or assault

Any camper who willfully violates any of the above rules of conduct will be dismissed immediately.

#### Search of Personal Belongings

MFU retains the right to search all personal belongings of every camper who attends camp and camp-sponsored events. If any staff member has reasonable suspicion that a camper possesses any substance, article, or weapon that is in violation of the code of conduct, camp staff and/or MFU's Education Staff have the right to perform a search of the camper and the camper's belongings. If a camper refuses to be searched, MFU will treat the incident as if the camper were found to be in possession of a substance, article, or weapon in violation of the rules of conduct and the camper will be dismissed. Authorities will be contacted if deemed necessary. If a search is performed, camp leadership staff and/or the Education Director will determine the appropriate time and place and will have the camper in question present during the search. Upon arrival at camp, MFU reserves the right to conduct a preliminary search of luggage.

#### Camper Conduct and Discipline Policy

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A complete copy of the Camper Conduct and Discipline Policy may be obtained by calling or writing to MFU. Included in the policy are the rules of conduct including definitions, guidelines for disciplinary action, guidelines for dismissal, guidelines for searching personal belongings, guidelines for authorized use of restraint, and guidelines for dissemination of the policy.

#### Reimbursement of Fees

If the camper is dismissed due to inappropriate behavior, no refund of the participation fees will be available.

#### Admission Agreement

In signing this section, I acknowledge that I have read through the above code of conduct with my child. I am aware that my child is expected to cooperate and participate in all camp activities. Likewise, I am aware that my child is expected to abide by all regulations governing personal conduct and use of camp property. If my child does not cooperate, or becomes a hindrance to the camp program, I understand that my child will be sent home.

In signing this section, I acknowledge that I have read through the above code of conduct. I am aware that I am expected to cooperate and participate in all camp activities. Likewise, I am aware that I am expected to abide by all regulations governing personal conduct and use of camp property. If I do not cooperate, or become a hindrance to the camp program, I understand I will be sent home.

I have read and understand and agree to the terms above.

Signature \_\_\_\_\_ Date \_\_\_\_\_