

CAMP STAFF RULES OF CONDUCT

(Last updated: 12/23/2025)

Welcome to camp! As a staff member, you will be entrusted with the care, safety, and well-being of your campers. This responsibility requires you to uphold the highest standards of professionalism, integrity, and ethical behavior. Your actions and decisions directly impact the camp experience and the lives of the young people attending camp. These Rules of Conduct outline the expectations and guidelines that will help ensure a positive and safe camp experience.

As a staff member (defined as any member providing service to the camp including but not limited to directors, administrators, coaches, and trainers), it is important to understand that you are only acting within the scope of the camp's operations during the camp's operating dates and hours, while engaged specifically in camp-related duties. You also understand that you are an employee of your Camp Director/Operator, not of US Sports Camps, LLC ("USSC" or "US Sports Camps"). If you have any questions regarding any of these requirements or this form, please contact your Camp Director/Operator.

NOTE: These Rules of Conduct outline your Camp Director/Operator guidelines and requirements intended to promote the safety of participants and staff.

Camp Staff Clearance

The Camp Director/Operator's number one priority is the safety of participants and its staff. To ensure that all staff are safe to work with youth, your Camp Director/ Operator will use a camp safety & compliance platform for background checks and training videos. All camp staff (including trainers) are able to create an account and complete their mandatory staff forms, background check*, and abuse prevention training at least two weeks before the start of camp.

***Proof of a cleared background check can be submitted through one of the following options, which should be determined based on your state's specific requirements:**

- 1) Complete the JDP National background check, which includes a National Criminal Background Check, Nationwide Sex Offender Search, State Criminal Search, and county criminal search.
- 2) Upload proof of another 3rd party background check completed and passed within the past 12 months which meets the same criteria as the Scout Logic background check listed above.
 - a. (Massachusetts camps only) Upload proof of a CORI/SORI background check completed and passed within 12 months of camp. Information on obtaining a CORI can be found at: www.mass.gov/orgs/department-of-criminal-justice-information-services
 - b. (Pennsylvania camps only) In addition to background check, provide Camp Director with proof of Fingerprint Clearance.
 - i. Find a PA Fingerprint Check Location at: www.pa.gov/services/dhs/apply-for-an-fbi-criminal-history-background-check
 - c. (California camps only) Complete Live Scan fingerprinting for state and FBI criminal history check.
 - i. Find Live Scan Locations at: <https://oag.ca.gov/fingerprints/locations>
 - ii. Find a Live Scan Location Out of State at: services.certifixlivescan.com/services or printscan.com/LiveScan/Locations

Camp Staff Conduct

Undersigned Staff agrees to enforce faithfully the following guidelines:

Inappropriate Physical Interactions	Inappropriate Verbal Interactions
<ul style="list-style-type: none"> • Full-frontal hugs • Kisses • Showing affection in isolated areas or while one-on-one • Piggyback rides, Lap sitting • Wrestling, Tickling, • Allowing a participant to cling to an employee’s leg • Allowing participant, older than kindergarten, to sit on an employee’s lap • Any type of massage given by or to a participant outside of accepted and documented medical treatment • Any form of affection that is unwanted by the participant or the employee • Touching bottom, chest, or genital areas that is outside authorized and documented personal care assistance 	<ul style="list-style-type: none"> • Name-calling • Discussing sexual encounters or in any way involving participants in the personal problems or issues of employees • Secrets • Cursing • Off-color or sexual jokes • Shaming, belittling • Oversharing personal history • Derogatory remarks • Harsh language that may frighten, threaten or humiliate participants • Derogatory remarks about the participants or his/her family • Compliments relating to physique or body development

- Camp staff will have a **zero tolerance** for abuse and will not tolerate the mistreatment or abuse of staff or participants in its programs.
- Camp staff will educate camp participants to think "Safety First".
- Camp staff are prohibited from speaking to participants in a way that is, or could be construed by any observer, as harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.
- Camp staff must not initiate any sexually oriented conversations with participants. Camp staff are not permitted to discuss their own sexual activities with participants.
- No corporal punishment of participants is allowed. No physical, verbal or mental abuse of participants as outlined above. Notify the local authorities and Camp Director/Operator if you suspect abuse.
- For staff and participants, there is a “zero tolerance” policy relative to drugs, alcohol and tobacco consumption during camp.

Overnight Camps Only:

- “Rule of Three”: There should always be a minimum of two staff members present when supervising participants and conducting dorm bed checks. Always have a third person.
- Participants and staff members are not allowed in the dorm of the opposite sex (except in the case of emergency).
- Participants are forbidden to leave the dorm after lights are out.

Child Abuse and Other Misconduct

In addition to the training provided through your Camp Director/Operator, below are some additional guidelines and best practices for keeping youth safe from abuse and misconduct.

Types of Misconduct and Examples:

1) Sexual Misconduct, including Child Sexual Abuse

Sexual misconduct is defined as:

- Any sexual interaction, whether non-touching or touching, that is forced or perpetrated in an exploitative, harassing, aggressive, or threatening manner.
- Any sexual interaction between a participant and an individual with direct, indirect, or evaluative authority. Such relationships usually involve power imbalance; disparity in age, development, size, or intellectual capabilities; the existence of an aggressor; and are likely to impair judgment or be exploitative.
- Any conduct or acts defined under state or federal law as sexual abuse or misconduct.

Sexual misconduct can be between adults, between adults and minors, or between minors. Minors don't have the legal capacity to consent to sexual activity with an adult, and as a result, any sexual interaction between a minor and adult is strictly prohibited.

Types of sexual misconduct include:

- Sexual assault
- Sexual harassment
- Sexual abuse
- Any other equal intimacies that exploit a minor

Touching offenses include:

- Fondling a participant's breasts or buttocks;
- Providing a sports-related reward (ex: playing time, position, lessons, award, praise) in exchange for sexual favors;
- Sexual penetration and sexual touching;
- Genital contact whether or not either party is clothed;
- Any intimacies or sexual relations between a staff member and participant when the staff member is in a position of authority, trust, control, or evaluative decision making over the participant.

The following are not defenses under any circumstances to an allegation of sexual misconduct: the consent of a minor, mistaking the age of a participant, or that the interaction did not occur during a sanctioned event of the organization.

Peer-to-Peer Child Sexual Misconduct:

Whether or not sexual interaction between children constitutes child sexual abuse turns on the existence of an aggressor, the age difference between the children, and/or whether there is an

imbalance in power and/or intellectual capabilities. Allegations or suspicions of peer-to-peer child sexual abuse must be reported to the Camp Director/Operator and authorities.

Grooming:

Grooming is an intentional strategy that sexual predators use to set up and prepare victims, parents, and staff to gain a position of trust and lower their defenses, which assists in the perpetration of misconduct.

2) Physical Misconduct

Physical misconduct includes:

- Intentional physical contact or threat of such that causes or has the potential to cause personal injury or bodily harm to the participant.
- Any act or conduct described as physical abuse under state or federal law, such as assault, child neglect, and child abuse.

Examples of prohibited physical misconduct:

Contact offenses:

- Punching, beating, biting, striking, choking, or slapping a person
- Intentionally hitting a person with objects or sporting equipment
- Providing alcohol to a participant who is under the legal drinking age
- Providing non-prescription or illegal drugs to any participant
- Encouraging or permitting an athlete participant to return to play after an injury (e.g., concussion) or sickness prematurely or without clearance from a medical professional
- Prescribing diet or other weight control methods for humiliation purposes and without regard for the health of the participant (e.g., public weigh-ins or caliper tests)

Non-contact offenses:

- Isolating a participant in a confined space (e.g., locking a participant in a room)
- Forcing a participant to assume a painful stance or position for no athletic purpose (e.g., requiring the participant to kneel on a hard surface)
- Withholding, recommending against, or denying adequate hydration, nutrition, medical attention, or sleep

Physical misconduct does not include physical contact that is a professionally-accepted coaching method for teaching skill enhancement, physical conditioning, team building or appropriate discipline.

3) Emotional Misconduct

Emotional misconduct involves a pattern of intentional, noncontact behavior that causes or has the potential to cause psychological or emotional harm to a participant. Physical acts, verbal acts, or acts that deny support or attention are included in these behaviors.

Examples of prohibited emotional misconduct:

- **Verbal Acts:** A pattern of verbal behaviors that personally attack a participant (e.g. calling them disgusting, worthless, or fat) or repeatedly screaming at participants in a way that does not serve a legitimate motivational or training purpose.

- **Physical Acts:** A pattern of physically aggressive behaviors, such as throwing or punching sports equipment or other objects in the presence of participants.
- **Acts that Deny Support or Attention:** A pattern of ignoring or excluding a participant during practice or team discussions for an extended period of time.

4) Bullying

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time.

In order to be considered bullying, the behavior must be aggressive and include:

- **An Imbalance of Power:** Campers who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.
- **Repetition:** Bullying behaviors happen more than once or have the potential to happen more than once.

Bullying can occur through verbal, written or electronic communications or by means of a physical gesture or act.

Examples of prohibited bullying behavior:

- **Physical:** Hitting, pushing, punching, beating, biting, striking, kicking, choking, spitting, or slapping; throwing objects such as sports equipment at another participant.
- **Verbal:** Teasing, ridiculing, taunting, name-calling, or intimidating, or threatening to cause someone harm.
- **Social, including Cyberbullying:** Using electronic communication, social media or similar to harass, frighten, intimidate, or humiliate someone; using rumors or false statements about someone to diminish that person's reputation; socially excluding someone and asking others to do the same.
- **Sexual:** Teasing, ridiculing, or taunting based on gender or sexual orientation (real or implied), gender traits or behavior (e.g., taunting someone for being too effeminate or too masculine), or teasing someone about their looks or behavior as it relates to sexual attractiveness.

It is often not the staff, but other participants who perpetrate bullying. However, a staff member who knows or should have known of bullying behavior should report the behavior to the Camp Director/Operator.

Bullying can also happen between staff or by a Camp Director/ Operator to staff.

5) Harassment

Harassment is a pattern of physical or nonphysical behaviors that cause annoyance, fear or humiliation; degrade or offend; reflect a discriminatory bias; or create a hostile environment for the purpose of creating superiority, dominance, or power over an individual participant or participants based on gender, gender identity, gender expression, sexual orientation, ethnicity, race, culture, national origin, race, or physical or mental disability. It also includes any conduct or acts defined as harassment under state or federal law.

Examples of prohibited harassment:

Name-calling, taunts, threats, belittling, stalking, unwelcome advances and requests for sexual acts, as well as undue threats to perform or succeed.

Sexual harassment is conduct towards a participant that includes sexual advances, requests for sexual favors, or other verbal or physical behaviors of a sexual nature and is sufficiently severe, persistent or pervasive and objectively offensive that it negatively affects an individual's performance.

6) Hazing

Hazing includes any behavior which is physically harmful, humiliating, intimidating, or offensive. Hazing typically is an initiation activity that is a precondition for being socially accepted or joining a team. It also includes any act that is described as hazing under federal or state law.

Examples of hazing include:

- Using force or peer pressure to require the consumption of alcoholic beverages or illegal drugs
- Restraining a person through tying or taping
- Requiring simulations of acts of a sexual nature.
- Depriving one of sleep
- Withholding water and/or food
- Requiring public actions that are illegal, embarrassing, or socially unacceptable (e.g., public nudity)
- Paddling, branding, beating or other forms of physical assault
- Requiring excessive training

Hazing occurs even when the participant agrees to cooperate.

Reporting Abuse and Misconduct

States have laws addressing the mandatory reporting of certain unlawful conduct involving minors. You should ask your Camp Director/Operator about such requirements.

1) Reporting Child Sexual and Child Physical Abuse

Any camp staff member who has a reasonable suspicion of child sexual abuse or child physical abuse committed by another staff member or participant, must:

- Immediately notify the Camp Director/Operator and law enforcement authorities as required by applicable local, state and federal law.
- Complete a US Sports Camps Report at: www.ussportscamps.com/report-abuse

State or local laws have different reporting requirements, including mandatory reporting of different types of conduct and shorter timelines for reporting. Staff are responsible for complying with the most restrictive requirements applicable to them. Failure to report may be a criminal violation under state and federal law.

Those making such reports may have civil and criminal immunity under certain circumstances. Participants and parents are also encouraged to report any reasonable suspicions of child sexual and child physical abuse to the Camp Director/Operator.

Resources for assistance with state and federal reporting requirements:

- Child Welfare Information Gateway: www.childwelfare.gov
- State Statute Search: www.childwelfare.gov/resources/states-territories-tribes/

2) Reporting Other Misconduct, including Emotional, Bullying, Harassment, Hazing, or Grooming Behavior

Any staff member, participant, or parent who has a reasonable suspicion of emotional misconduct, bullying, harassment, hazing, or grooming behavior should immediately report such misconduct to the Camp Director/Operator. Applicable law may also require such conduct to be reported to law enforcement or other child protection authorities. You can consult with your Camp Director/Operator to determine whether such reporting requirements apply.

How to Report All Misconduct to the Operator:

Reports of all misconduct made to the Camp Director/Operator may be made orally or in writing. The information required is the name of complainant(s) making the report, the type of misconduct alleged, the name(s) of the accused staff members who allegedly engaged in the misconduct, the approximate dates of misconduct, and any other relevant information.

If you make a report to law enforcement, please also make a report to US Sports Camps using this link: www.ussportscamps.com/report-abuse

3) Whistleblower Protection and Bad Faith Allegation

Whistleblowers who report misconduct suspicions in good faith should be protected against any retaliation, punishment, and other harm regardless of the outcome of any investigation. To allow otherwise would defeat the purpose of the child abuse and misconduct risk management plan.

Likewise, complainants who act in bad faith in making malicious or frivolous allegations are subject to civil and criminal actions.

4) Willfully Tolerating Misconduct:

Staff members who know of prohibited misconduct should take appropriate action to intervene to protect participants or other staff members in conjunction with their Camp Directors/Operators and not willfully tolerate misconduct.

Social Media and Electronic Communications

Electronic communications and social media interactions between camp staff and participants and their parents/guardians may be necessary with regard to official Camp activities directly related to the sport/camp program schedules, and administrative issues. Furthermore, social media touting the positive aspects of competition and club (camp) promotion should be encouraged. However, the potential for misconduct exists including sexual abuse, emotional abuse, bullying, harassment, and hazing.

Staff members are not allowed to contact participants directly before, during, or after camp, including, but not limited to, communication via text, phone, email, or any form of social media, unless approved by your Camp Director/Operator.

1) Social Media, including, Facebook, TikTok, X, Instagram, Snapchat, etc.

US Sports Camps has an official social media account which may connect with other staff, participants, and parents/guardians for the purpose of official organization communications about activities, motivation, team building, and answering posts from staff, participants, and parents/guardians.

Staff and minor participants must not connect on social media.

2) Email, Texts, and Instant Messaging

A staff member and minor participant may communicate via email, text, or instant message **only when** communication is about official organization activities*. **The parent/guardian of the minor participant must be copied on all such communications sent by a staff member.**

*Official organization communications may include activities related to academic and athletic prospecting questions, athletic schedule, highlight video, or a camp related question.

Locker Rooms and Changing Areas

Participants are particularly vulnerable to misconduct including bullying, harassment, and hazing in locker rooms/changing areas due to various stages of undress and less direct supervision.

Staff guidelines include:

- Staff should always be located just outside of the room to be on call if a problem arises and should make periodic sweeps inside. The sweeps should be conducted by staff who are the same sex as the minor participants.
- Staff should stand within earshot of locker room when in use by minor participants.
- Encourage minor participants with a strict time limit of how long they can be in the locker room to limit opportunity for inappropriate interactions and activities.
- Discourage the use of locker rooms by minor participants of different ages at the same time.
- Prohibit the use of locker room horseplay such as towel snapping.
- Prohibit parents/guardians from entering unless it is truly necessary. In such cases, the parent/guardian should inform staff in advance and should be the same sex as the minor participants.
- Prohibit the use of all recording devices including smartphones.
- Comply with all misconduct rules.
- If a minor participant enters a bathroom/locker/changing area, staff should be aware and check to that such minor participant returns within a reasonable time.

In the special case of co-ed locker rooms, male and female athletes should use separate changing areas. When separate areas are not available, the male and female participants should take turns using the areas.

Concussions

Safety Protocols for Recognizing & Reporting Concussions

In addition to the training provided by your Camp Director/Operator, below are some additional guidelines and best practices for staff to follow about the signs and symptoms of mild traumatic brain injuries, otherwise known as concussions.

What is a concussion?

A concussion is the most common type of brain injury. It is the result of a direct blow to the head or body causing the head and brain to move quickly back and forth. This injury typically results in impairment of neurological function. The brain ceases to function normally and may result in the signs and symptoms listed below. A concussion can affect one's ability to perform everyday activities and affect reaction time, balance, sleep, and classroom performance. You cannot see a concussion. You might notice some of the symptoms right away, or symptoms can show up hours or days after the injury.

Symptoms of a concussion:

It is important to understand the signs and symptoms listed below are common for a concussion. A person with a concussion may exhibit some or all the symptoms listed below:

- Headache
- Continued Blurred or Double Vision
- Neck Pain
- Altered Emotions/Inappropriate Behavior
- Nausea
- Ringing in the ears
- Vomiting
- Feeling slowed down
- Loss of appetite
- Feeling in a "fog"
- Balance Problems/Dizziness
- Difficulty concentrating or remembering
- Drowsiness/Fatigue
- Confusion/Disorientation/Irritability
- Difficulty Sleeping
- Incoherent/Slurred Speech
- Nervousness/Anxiety
- Loss of Consciousness
- Sensitivity to light/noise

These signs and symptoms following a witnessed or suspected blow to the head or body are indicative of probable concussion. Any athlete who exhibits signs, symptoms, or behaviors consistent with a concussion shall be immediately removed from the contest or practice and shall not return to play until cleared by an appropriate health care professional.

Staff must report any suspected incidences of head trauma immediately to the Camp Director/Operator.

I have read, understand, and voluntarily agree to the above Rules of Conduct.

Staff Member Signature: _____

Date: _____