

## **VOLUNTEER AGREEMENT**

As a volunteer at Grand Mesa Baptist Camp, I promise to support the mission of the camp and to provide a place where people can enjoy the work of God's creation, and come to know the Word of God and Jesus Christ better. I recognize that the camp is an important part of the ministry and I agree to conduct myself in a way that will enhance this ministry.

I understand that as a volunteer I will receive housing and meals but no other remuneration or contribution towards my expenses. I agree to sleep where assigned and take meals at times that will permit me to provide supervision and service to campers. I understand and will comply with the following requirements for volunteers:

1. I will model affirming Christian behavior in all relationships.
2. I will not use any language, verbal or nonverbal, that carries a sexual connotation, takes the Lord's name in vain, or belittles an individual's or group's ethnic background or heritage.
3. I will not touch any part of the body of another person unless it is very clear that the person being touched welcomes the touch (such as comforting hug) and will not perceive the touch as sensual, sexual, forceful or unwanted. If I am in doubt whether the person welcomes the touch, I will not touch.
4. I will not allow myself to be alone with a camper in a secluded area. If I want or need to talk one-on-one with a camper, I will do so in a highly visible area. A key phrase I will remember is "in light and in sight".
5. I will allow campers to have privacy when dressing and using bathroom facilities. Etc.
6. In depth, one-on-one conversations should generally involved an adult of the same sex as the camper. I will be sensitive to this need and will inform another volunteer or camp deans prior to speaking with a camper if a camper needs and will inform another volunteer or camp deans prior to speaking with a camper if a camper needs or desires personal, in-depth conversation.
7. I will immediately report any unusual events not in keep with these guidelines to the camp deans or/and Program Committee member, Betty Schanz, (970-242-7808).
8. I will not make jokes or derogatory comments about the physical or mental attributes of another person.
9. I will not make any request or demand for sexual favors.
10. I will not display sexually suggestive picture, publications or objects.

## **POLICY AGAINST SEXUAL HARASSMENT**

The mission of Grand Mesa Baptist Camp is to provide a place where people can enjoy the wonder of God's creation and develop as individuals and as Christian. Sexual harassment is a significant violation of the basic principle of mutual respect that underlies our mission and will not be tolerated. Sexual harassment by staff, volunteers, guest, and campers is prohibited and may result in disciplinary action, including dismissal or expulsion from camp and/or legal action.

Specifically, no one shall threaten or insinuate that a camper's, volunteer's, guest's or staff's refusal to submit to sexual advances will adversely affect that person's camp experience, housing, safety, personal development, future or employment.

Other sexually harassing conduct, regardless of by who committed, is expressly prohibited. Such conduct may include, but is not limited to: unwelcome and offensive sexual advances, propositions, flirtations, touching or other physical contact, verbal abuse of a sexual nature, sexually degrading comments, display of sexually suggestive pictures, publications or objects, requests for sexual favors, and any other conduct that might create an intimidating, hostile or offensive environment.

When directed at minors, all conduct of the nature described above shall be considered unwelcomed and offensive. Minors shall not be considered to have welcomed or acquiesced to such conduct.

As a volunteer at Grand Mesa Baptist Camp I recognize my responsibility to serve in harmony with other staff under the direction of the camp dean and to be a daily Christian example in my lifestyle. I understand all of the responsibilities involved with my volunteer position. I agree to carry out these responsibilities to the best of my ability. I have read, understand and will comply with the Policy Against Sexual Harassment.

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

Print your name \_\_\_\_\_