



Camp Choconut

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Camp Choconut Policies and Practices

Camper and Staff Diversity

If you are hired, you can expect to be working with a diverse group of campers and staff from a wide range of socioeconomic, ethnic and religious backgrounds. Camp Choconut is not only a diverse community, but is also an anti-racist organization. We encourage diversity in our staff and campers and expect tolerance for people of all ages, ancestry, color, ethnicity, national origin, race, religion, sex, sexual orientation or disabilities.

Food

Diet is an important part of the summer's experience for campers and staff. There is strong emphasis on the use of fresh vegetables, unprocessed foods and we use as much locally grown food as possible. There are always vegetarian foods available, but macrobiotics and vegans may not get proper attention to the diet that they have chosen and should consult with the camp director before accepting a position.

Tobacco, Alcohol, and Drug Policy

Any use of alcohol, tobacco, illegal drugs, or misuse of prescription drugs is prohibited while on duty or while on camp property. Attempting to work or be on call while under the influence of illegal drugs, misused prescription drugs or alcohol is also prohibited, as is being debilitated or "hung over" from their effects while on duty. Violations of this policy may lead to immediate termination of employment.

Warning for off-site use of alcohol! Pennsylvania strictly enforces the laws pertaining to underage drinking. There are no warnings. Charges will be brought against you for the first offense. Twenty-one is the legal drinking age. Possession and drinking of alcohol by minors, providing alcohol to minors and "enabling" minors by allowing them to drink in your car, on your land or while in your care are examples of behaviors that are illegal.

Harassment Policy

Camp Choconut seeks to create an environment in which community members can express themselves without fear of violence, oppression, intimidation, or abusive epithets. Members of this community are called upon to foster respectful and ethical standards of behavior. Further they are called upon to be responsible in their actions toward one another and to teach this responsibility to campers.

Harassment is intentional harm. It is characterized as any words or actions that seek to oppress or convey hatred, contempt, or ridicule based upon such characteristics as age, ancestry, color, ethnicity, national origin, race, religion, sex, sexual orientation or disabilities. The effect of such words or actions is to degrade, humiliate or deny another person the full and free exercise of their rights and privileges. It includes creating a hostile environment.

Sexual harassment can take any of the above forms. It may, in addition, consist of sexual advances, requests for sexual favors or other conduct of a sexual or gender related nature, which has the purpose or the effect of unreasonably interfering with an individual's performance. Such proposals, when made under circumstances implying that one's response might affect personnel decisions subject to the influence of the person making the proposal, are especially abhorrent.

Many behaviors that do not seek to harm are still harmful in their impact. These are characterized as unintentional harm. Such behaviors may arise from ignorance and/or insensitivity. Ignorant behavior denotes a harmful action or speech by a person unaware of the harm that is inflicted. Insensitive behavior is harmful action or speech that is the result of poor judgment about the likely consequences of that behavior.

Salaries

Camp Choconut salaries are comparable to other camps. Your salary will depend on your skills, certifications and position at camp. You also receive room and board and basic health insurance coverage while you are at camp. No one earns a lot in any camping job. However, you may return from camp with more savings than someone who earned more in an urban area but had to pay for food, housing, transportation, insurance and entertainment. You are responsible for your transportation to and from camp and should speak to the camp director if you have a special situation.

Laundry Services

Counselors will be required to pay \$3.50 per week (deducted from their salary as a cash advance) for use of the camp laundry service. Counselors' involvement in the camp laundry service assures proper implementation and effectiveness of our off-site laundry service. Other staff members will be required to pay \$3.50 per week (deducted from their salary as a cash advance) for use of laundry facilities on-site.

Days Off

All staff are entitled to one 24-hour day off a week. In addition, you may be free 1-2 nights each week after the campers have gone to sleep and for a period midday while the campers are at Jury. For shopping, several nearby towns have small general stores, and there are larger shopping areas in Binghamton (17 miles). Staff members will have a place that is always stocked with basic food items to retreat from camp. Staff can also use one of the camp shelters to read and relax.

Skills Certifications

We are proud of the outdoor skills curriculum we offer to the campers. You stand a better chance of getting hired if you have certifications from nationally accepted programs such as the Red Cross, NOLS, and Outward Bound. Of particular importance to us are the following certifications: Emergency Medical Technicians (EMT), Life Guard Training (LGT), and Water Safety Instructor (WSI). These courses are offered throughout the year, frequently for credit, at colleges and universities and in most metropolitan areas. You are encouraged to enroll in these courses and we will even pay for them in some circumstances. Speak to the camp director if you have a specific interest and indicate if you are currently enrolled.

Pets

We ask that you not bring any type of pet to camp.

Staff Week

Staff week is an important time because the kind of community we establish will greatly influence the kind of community the camp becomes as the campers enter it and begin to work and live with you. We spend a lot of time in discussions and training sessions. There are lots of jobs to do in preparation for the campers' arrival. You will find that work and shared accomplishments are important vehicles for the integration of both campers and staff, and form the platform upon which a community grows.

Post Camp

Counselors might remain at camp for up to two days after the campers leave to write letters to parents and prepare the camp for the next event. It is a time to evaluate the summer and bring closure to your summer experience at Camp Choconut. Your contract will commit you to starting

and ending dates. You must talk to your camp director before the summer if fulfillment of your contract dates is not possible.

A policies manual will be handed out and discussed at training week. All staff are required to sign these policies representing that they have read and agree to them.