



ScienceWorks Summer Camp Counselor-in-Training (CIT) Program Behavior Policy

Purpose: The purpose of this behavior policy is to establish clear expectations for all Counselors-in-Training (CITs) during their participation in the ScienceWorks Summer Camp program. As CITs, you are expected to model positive behavior and professionalism, serving as role models for younger campers and setting a strong example of good conduct, responsibility, and teamwork.

General Expectations:

1. **Respect and Kindness:** CITs must treat fellow CITs, camp staff, campers, and all visitors with respect, kindness, and consideration at all times.
2. **Responsibility:** CITs are expected to be on time, prepared, and ready to engage in assigned tasks. This includes adhering to the camp schedule, completing tasks promptly, and following through on all responsibilities.
3. **Teamwork:** CITs should collaborate with fellow CITs, counselors, and camp staff. You are part of a team, and working together is essential for the success of the camp and ensuring a positive experience for the campers.
4. **Safety and Supervision:** CITs must always prioritize the safety and well-being of themselves, their fellow CITs, the campers, and others in the camp community. CITs should never leave their assigned group or post unless given permission by a supervisor or senior counselor.
5. **Positive Role Model:** As a CIT, you are expected to model good behavior, including demonstrating good sportsmanship, self-control, and a positive attitude. Campers look up to you, so your actions should encourage healthy, respectful behavior.
6. **Dress Code:** CITs should wear comfortable shoes and clothes that are suited to camp activities, such as playing, running, crafting, and getting messy. CITs should not wear clothes that have profanity, political slogans or messaging, nor violent, hateful, or sexually explicit content. As we will be working with tools, close toed shoes are required. We will also spend quite a bit of time outdoors so take into account sun and heat; hats and sunscreen are recommended.
7. **Alcohol, Drugs, and Tobacco:** The use of alcohol, drugs, or tobacco products is strictly prohibited during the CIT program. Any violations of this rule will lead to immediate dismissal from the program.

8. **Bullying and Harassment:** Bullying, harassment, or any behavior that makes others feel uncomfortable, unsafe, or disrespected will not be tolerated. This includes verbal, physical, and cyberbullying.
9. **Technology Use:** CITs should use personal devices (phones, tablets, etc.) only during designated times or when authorized by a senior counselor. Excessive use of technology during camp hours, especially when it interferes with your responsibilities, is not allowed. CITs should not take pictures or videos of campers at any time.
10. **Communication:** CITs should communicate openly with educators and camp staff about any concerns, questions, or issues they encounter. If there is a problem, speak up in a respectful manner so it can be addressed appropriately.

Consequences of Violating the Behavior Policy: CITs are required to adhere to these expectations throughout the camp program. Failure to comply with the behavior policy may result in the following consequences:

1. **Verbal Warning:** A first-time, minor violation will result in a verbal warning and discussion of appropriate behavior.
2. **Written Warning:** Continued or more serious violations will result in a written warning and a meeting with the CIT supervisor to discuss the behavior and plan for improvement.
3. **Suspension or Probation:** If the behavior continues to be disruptive or harmful to the camp environment, the CIT may be placed on probation or temporarily suspended from specific activities.
4. **Dismissal from the Program:** Serious violations or repeated behavioral issues may result in immediate dismissal from the CIT program. This includes any actions that significantly harm the safety, well-being, or enjoyment of others in the camp community.

Commitment to Growth and Learning: As a CIT, part of your experience is to learn and grow in a supportive environment. If you are ever unsure about expectations, or if you need help managing your behavior or resolving a conflict, we encourage you to seek guidance from a camp educator, Camp Coordinator, or Education Management. We are here to help you succeed!

By participating in this program, you acknowledge and agree to follow these guidelines and maintain the camp's high standards for behavior and respect. Together, we can create a positive and memorable experience for everyone involved!