

Off-Season Contact and Internet Communication Policy **2018**

For Camp No Worries and this policy, “contact” is defined as phone calls, emails, instant messages, social gatherings, and any other communication or activities not organized or sponsored by Camp No Worries. Although Camp No Worries recognizes the strong bonds and friendships that are formed during the camping season, it discourages its staff from having contact with campers during the off-season as contact can not be monitored by CNW. Volunteer staff members are discouraged from releasing their personal phone numbers, email addresses, mailing address or other contact information to a camper. Parents and caregivers of CNW campers are encouraged to be aware of any contact their children may have with Camp No Worries volunteer staff during the off-season and to contact the Camp Director or Camper Recruiter with any concerns.

For Camp No Worries and this policy, “internet communication” is defined as engaging in any internet-based activity which allows campers and staff to expose their personal information and actions to the public at large. These activities include, but are not limited to: emailing, instant messaging, blogging, creating personal web pages on social networking sites (i.e. Facebook, Twitter, Instagram) or sharing digital pictures and/or video clips. We are aware that campers and staff alike utilize the internet as a means of keeping in touch with old friends, building on the new friendships formed at camp, and of self-expression. However, if a staff member or camper chooses to identify him or herself as a member of Camp No Worries on such internet venues, some readers may view them as a representative or spokesperson of the camp. Considering this possibility, Camp No Worries will require all staff and campers to acknowledge that the following internet communication activities are prohibited during the off-season:

- Creating a Camp No Worries “group page” that Camp No Worries campers and staff can link their personal pages to.
- Using the official Camp No Worries name, logo or website link.
- Posting digital pictures of campers (see below regarding digital photographs).
- Posting digital pictures of staff members without their prior permission.
- Including text or photographs that are the property of Camp No Worries.
- Engaging in online harassment, bullying or intimidation of Camp No Worries staff or campers.
- Discussing conduct or behavior prohibited by camp policy.
- Disparaging the Camp No Worries name, or its program, campers, families or other volunteer staff associated with it.
- Displaying inappropriate pictures or proof of involvement in illegal activities (i.e. drugs, under-age drinking or hazing).
- Posting comments that are derogatory with regards to an individual’s race, gender, religion, sexual orientation or disability.
- Using disrespectful, obscene, vulgar, suggestive or sexually explicit language
- Discussing personal medical information relating to a volunteer staff member or camper.

The last part of the *Off-Season Contact and Internet Communication Policy* deals with digital photographs. The photographs or video clips taken on a camper’s or staff member’s personal digital camera are considered their personal property- and as such, they become treasured memories that will last a lifetime. However, parents and/or caregivers who have given consent for their children’s photographs to be distributed, broadcast or publicized have done so ONLY by and for the use of Camp No Worries. Therefore, the ONLY photographs of campers that can be posted publicly are those on the Camp No Worries official website at www.campnoworries.org or the Camp No Worries official Facebook page or Camp No Worries official

Instagram account. As not all parents and/or caregivers choose to give consent for their child's photo to be used publicly, the following terms will be agreed to by all campers and staff members:

- Pictures of campers can not be posted on personal web pages or on public photo-sharing websites (i.e. Kodak Gallery, Snapfish or Shutterfly).
- Pictures of campers are not to be taken for a staff member's own personal use (including but not limited to: solicitation for donations to Camp No Worries, creation of note cards or holiday cards, reports for business or school, displaying in college dorm rooms or apartment bookshelves).
- All public use of campers' pictures for activities or projects organized or sponsored by Camp No Worries, such as staff recruitment or fundraising, must be approved by the Camp Director prior to use.
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If photos are found to be displayed on the Internet in any capacity without prior permission, the person responsible will be contacted immediately to remove the pictures. Camp No Worries leadership staff will review major internet sites on a regular basis to ensure volunteer staff members and campers are not in violation of the terms. If any such person is found to be engaging in any of the prohibited activities mentioned above, disciplinary action will be taken by Camp No Worries.

As the leadership staff at Camp No Worries, we recognize and value the unique bond that campers and staff members form with one another through their experience at Camp No Worries. We continue to be amazed at what a difference Camp No Worries brings to the lives of children facing cancer. By instituting the above policies, we have no intention of interfering with the connections that are made at camp. Rather, we continue to search for ways to continue to make Camp No Worries a positive experience throughout the year and to support and protect both volunteers and campers during this time, we will try our best to enforce these terms to the best of our ability.