



Dear Group Leader:

We are excited to host your group at **Camp Eagle**! We know you share our desire to provide a safe camp experience for youth. One important part of our responsibility to members of your group who are minors is ensuring that the adults supervising them have been screened and well-trained. To this end, we require anyone having direct, unsupervised contact with minors at camp to be screened annually, as well as have completed a State of Texas Approved Sexual Abuse Awareness Program.<sup>1</sup>

Camp Eagle has chosen to adopt the standards of Texas state law pertaining to screening and training because, in our view, they represent the highest such standards in youth camping laws in the jurisdictions where we currently operate.

Compliance with our screening and training requirements involves three steps:

- A. Obtain a satisfactory criminal history search from the State Criminal Records Search, the Bureau of Criminal Identification, or the National Sex Offender Public Website. Each adult leader's background check must be valid and must be run each year.
- B. Complete a State of Texas-approved Sexual Abuse Awareness Program<sup>2</sup>
- C. Document completion of these requirements on the attached **Exhibit A – Adult Leaders Form**.

Please help us comply with this important safety measure by providing written verification that the adults attending with your group have completed the process (A, B, and C above) listed above.

Please provide us with proof of each of your leaders' valid background checks, along with a copy of their certificate of completion for the State of Texas-approved Sexual Abuse Awareness Program. Please list the name of this company and its State of Texas-approved Sexual Abuse Awareness certificate number on the attached Affidavit of Compliance form. By signing this form, you are stating that your group leaders comply with this process(A, B, and C above).

If you have not previously done background checks or completed a State of Texas-approved Sexual Abuse and Awareness training for your adults, please contact your Registrar for options to complete this process through Camp Eagle.

**For the protection of the youth, if any adult attending your event has a criminal history, please contact your Registrar to discuss options.**

Under the laws that guide us, some crimes preclude an adult's presence, and some do not. In some cases, you may be asked to find a substitute leader for your time at **Camp Eagle**.

*Please return this Affidavit to Camp Eagle's Registrar 24 hours before your arrival.* Thank you for your cooperation in this process. Questions? Please don't hesitate to call!

Sincerely,

Camp Eagle Registrar Team

Attachments: Affidavit of Compliance Exhibit A – Adult Leaders Form

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<sup>1</sup> per Texas Youth Camp Safety and Health Act, Acts 2015, 84th Leg., R.S., Ch. 1 (S.B. 219), Sec. 3.0384, eff. April 2, 2015

<sup>2</sup> per Texas Youth Camp Safety and Health Act, Acts 2015, 84th Leg., R.S., Ch. 946 (S.B. 277), Sec. 1.10(b), eff. September 1, 2015



## State Camping Code Affidavit of Compliance

Group: \_\_\_\_\_ Event: \_\_\_\_\_ Dates: \_\_\_\_\_

Name of the State of Texas-Approved Training: \_\_\_\_\_

Approval Number of the State of Texas-Approved Training: \_\_\_\_\_

I \_\_\_\_\_ (insert name) hereby declare that I have visually reviewed and checked the background search results and voluntary disclosure statements for all the adult members of my group who will be having or could have direct unsupervised contact with minors unaccompanied by a parent or guardian at this event we are contracted or registered to attend.<sup>1</sup>

I declare that no one in the group has a background search result that would exclude them from their role at the event, and that anyone with a record of criminal conviction or crimes against a person was identified clearly to **Camp Eagle**, and that our **Camp Eagle** representative provided written acknowledgement that this individual's record does not exclude them from participation in the event.

I declare that all adult members of my group who will be having or could have direct unsupervised contact with minors unaccompanied by a parent or guardian at this event, who are contracted or registered to attend, have completed a State of Texas-approved Sexual Abuse Awareness Program.<sup>2</sup>

<https://www.dshs.texas.gov/youth-protection-training>.

Our group's organization further accepts and takes any and all liability for the actions of any individual with a criminal history, granting an exception for participation.

I declare that none of the group members who will attend have voluntarily disclosed any background information that raises concerns about the safety of the minors at camp, nor have they obtained explicit written approval for attendance from our **Camp Eagle** Representative for any group member of concern. I further attest that the information submitted in **Exhibit A – Adult Leader Form** has been completed and is accurate.

I hereby affirm and acknowledge, by signing below, that all of my statements are true and complete, and that any misrepresentation or omission may be grounds for rejection or dismissal of members of the group from the organized camp event my group is contracted or registered to attend. On behalf of the group, I acknowledge being informed here that travel costs for the departure of any group members dismissed after arrival will not be compensated by **Camp Eagle**. I understand **Camp Eagle** may, at its sole discretion, refund registration fees for all or a portion of the program, on a pro-rated basis, for non-qualifying or dismissed group members. Furthermore, I attest that I have the authority to commit this group's organization to this agreement.

\_\_\_\_\_  
Signature Position or Role in Group Attending or Contracted Date

State of \_\_\_\_\_ City/County of \_\_\_\_\_

This statement was signed and sworn to before me this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_.

\_\_\_\_\_  
Commission Expires

Affix Seal:

\_\_\_\_\_  
Notary Public



**Exhibit A**

**Staff and Volunteer (Including Adult Sponsors) Code of Conduct**

We will **ALWAYS** be above reproach when interacting with guests/staff both in and out of camp.

Unfortunately, our world has become so stained that people are quick to jump to conclusions and assume inappropriate behavior. Our actions and intentions must always be pure and honor Christ. The subject of physical contact is so fragile with kids and should be taken with the utmost concern and seriousness by every staff member.

The following are guidelines for appropriate/inappropriate conduct between staff and guests, and between staff and other staff.

**TOUCH**

<b>APPROPRIATE</b>	<b>NOT APPROPRIATE</b>
<ol style="list-style-type: none"> <li>1. Handshakes and high-fives.</li> <li>2. Side, short, congratulatory, or greeting hugs</li> <li>3. Arm around the shoulders</li> <li>4. Piggybacks with young campers</li> </ol>	<ol style="list-style-type: none"> <li>1. Private back rubs, arm tickles, massages, etc.</li> <li>2. Touching or private parts, whether clothed or not (no exceptions!)</li> <li>3. Touching a child in anger, disgust, or frustration</li> <li>4. Frontal hugs, do your best to avoid and do not initiate</li> <li>5. Sexual embraces</li> <li>6. Lap and leg sitting</li> <li>7. Kissing</li> <li>8. Intimate wrestling, or close embraces</li> <li>9. Tickling</li> <li>10. Walking hand-in-hand with the same gender.</li> </ol>

**TALK**

<b>APPROPRIATE</b>	<b>NOT APPROPRIATE</b>
<ol style="list-style-type: none"> <li>1. Verbal Praise for achievement or behavior</li> <li>2. Verbal encouragement</li> <li>3. Biblically based teaching (non-sexual)</li> <li>4. Normal, healthy conversation</li> </ol>	<ol style="list-style-type: none"> <li>1. Compliments, comments, or questions relating to physique or body development.</li> <li>2. Sexual jokes, homosexual innuendos, or bathroom humor</li> <li>3. Swearing or vulgar language</li> <li>4. Verbal harassment or abuse</li> <li>5. Individual secrets or special gifts</li> <li>6. Sexual coaching or conversation</li> </ol>



TERRITORY

APPROPRIATE	NOT APPROPRIATE
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<ol style="list-style-type: none"> <li>1. Public one-on-one interaction</li> <li>2. Group or public environments</li> </ol>	<ol style="list-style-type: none"> <li>1. Sitting or lying on a bed with a camper.</li> <li>2. Private one-on-one interactions</li> <li>3. One-on-one in cabins</li> </ol>
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**Modesty**

Staff or campers shall never "sit around" or "walk around" the cabin or cabin area without a towel or clothing covering private areas normally covered by clothing. Towels must be worn at all times going to and from the shower. (No exceptions!) It is against policy to display sexual body parts intentionally, even as a joke. Removal of shorts, tops (for girls), or swimsuits will NOT be allowed for swimming or ANY other time.

- **Swimsuit Policy**

We expect all guests and staff to dress modestly while at camp. You should always be covered by a lifejacket, modest swimwear, or clothing unless in a private changing or shower area. **Example 1:** While swimming, everyone must wear a lifejacket and modest swimwear. **Example 2:** When removing a lifejacket, everyone must put on clothing immediately afterward.

**One on One's**

All one-on-one interactions with campers must take place in a public place, in plain view of others, and in a well-lit area. (Must be seen, but not necessarily heard) A third person is always encouraged in these settings.

**Consequences:**

Any infraction of the above policy will be immediate grounds for dismissal with no chance of re-hire. A violation of one of these policies could not only be misunderstood by campers/staff, but result in legal consequences for the adult, staff member, volunteer, and for the camp.

For the safety of campers, keep each other accountable in love.

**I have read and agree to the Code of Conduct as stated above. I consent to be legally bound by this Agreement's terms and conditions.**

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Printed Name:** \_\_\_\_\_