

Affidavit Regarding Pathfinder Staff Conduct

Guidelines for Disciplining of Children

I understand and accept the following:

- Staff may, under no circumstances, hit a child.
- Staff may not use abusive or derogatory language with children.
- As a staff working with Pathfinder children I recognize my responsibility to ask for help when I cannot control myself or the situation I am facing.
- A staff member who encounters a particularly difficult child will seek the assistance of supervisory or administrative staff.
- In all dealings with campers, staff should strive to respond as opposed to react to children.

Guidelines for Pathfinder-Staff Contact

I understand and accept that when touching a Pathfinder, the following guidelines should be followed:

- Never against a child's will (unless in the case of clear and present danger of the child);
- Never against a child's discomfort, whether expressed verbally or non-verbally;
- Never when it would have the affect of over-stimulating a child;
- Never in a place on the child's body that is normally covered by a bathing suit, unless for a clear medical necessity, and then only with supervision by another adult;
- Always in the company of other adults;
- Always on the hand, shoulder, or upper back.

Staff Responsibility

I understand and accept that I am a **caretaker** of children.

I understand that there is a **clear power difference** between myself and the Pathfinders to whom I minister – money, mobility, authority, experience, knowledge, different set of rules, etc.

I understand that inappropriate sexual contact with or physical abuse of a Pathfinder can have severe emotional and psychological effects on that Pathfinder that can last a lifetime. These reactions can be so severe, they can require intensive professional intervention that can be disruptive to the victim's life as well as time consuming and expensive.

State Laws Pertaining to Child Abuse

I am aware of the following:

- ❖ Definition of a mandated reporter
- ❖ Purpose of child protection laws
- ❖ Clarification that a report is based on suspicion of abuse, not proven abuse
- ❖ Summary of procedure (time frame, reporting agency, information requested)
- ❖ Penalty for not reporting

Guidelines for Staff

I understand and accept the following:

- ✓ There is no **hazing** of Pathfinders by Pathfinders or staff;
- ✓ Pathfinders will not be subjected to **initiation** rites that are abusive in any manner;
- ✓ Younger children should be encouraged to change their own clothes as much as possible;
- ✓ Pathfinders will not be alone with a staff member especially in his/her quarters;
- ✓ A staff member will under no circumstances share a bed or sleeping bag with a Pathfinder;
- ✓ Staff will set limits with children who **cling** or hang on them;
- ✓ Staff will not give back rubs unless another adult is present, and then only with clothes on;
- ✓ Tickling or teasing a Pathfinder to the point where that Pathfinder is out of control is unacceptable;
- ✓ Pillow fights or wrestling matches and horseplay can become over-stimulating in short order and need to be limited and carefully supervised;
- ✓ Overnights need a minimum of two adult leaders. There needs to be at least one staff present of the same gender as the Pathfinders;
- ✓ Staff sleeping together (unless married) on overnights is grounds for dismissal;
- ✓ Romantic lives of staff can, under no circumstances, be shared with the Pathfinders;
- ✓ What ever is done with Pathfinders should be done in broad daylight, with company!

Other Instructions

I agree to the following:

- To watch for signs of stress in myself and others as a way of maintaining a safe environment for Pathfinder ministries.
- To help other staff who seem at risk for hurting or abusing Pathfinders.
- To alert senior or supervisory personnel as for more careful supervision, intervention or support.
- To seek help myself if I feel at risk for hurting, over-stimulating or abusing a Pathfinder.

By signing this document I am attesting to the fact that I have read over, understand and accept the rules, guidelines and standards of conduct outlined in this document.

Signature

Date

Witness

Date