

# Odyssians Code of Conduct

updated November 2011

We want to provide you with a safe and supportive environment, so when you apply for camp you also agree to abide by our Code of Conduct. You can find a copy on our website under "apply," and we will also have copies you can see at camp.

If you break our code of conduct, then our camp leader or deputy will agree with you how to prevent it happening again. If you break it repeatedly or seriously, we will send you home without notice. This is very rare!

## 1. Be nice.

You must obey all instructions from team leaders and the camp leader if it is for the safety or wellbeing of you or others.

You must also respect everyone's right to personal privacy and dignity.

You must also contribute your fair share of all the work, including socialising in the evenings.

Always make sure your words, touch and behaviour towards other people is appropriate. For example:

- Don't ridicule;
- Don't Bully;
- Don't give people unwanted attention, like crushes or tantrums;
- Don't deny care to someone who needs it;
- Don't touch anyone in an inappropriately physical or sexual way, even if the person you are touching has said it is OK;
- Don't make threats about any of the above;
- Don't shout at someone close by if there is no urgency;

If you are unsure whether something is appropriate, please ask your team leader or camp leader every time.

## 2. Protect yourself.

If someone behaves in a way you do not feel comfortable with, you can tell them to stop or you can tell your team leader or camp leader at any time and we will tell the other person to stop if appropriate. You do not have to tell the other person first if you do not want to.

Plan what you do, especially intimate care like helping someone use the toilet, so that there is at

least one other person within sight or hearing. This is to stop other people misinterpreting your well-intentioned actions.

## 3. Protect others.

Don't encourage anyone to give people unwanted attention, such as crushes or tantrums.

## 4. You must treat everyone fairly.

By law, you must treat everyone fairly no matter what their age, caring responsibility, disability status, gender, gender status, nationality, national origin, race, religion or sexual orientation.

By law, you must not use a volunteer's gender to help you decide whether he or she is the best person to provide care in any situation. The only exception is if the receiver of care tells you that he or she has a strong preference. You must not assume that the person receiving care has a preference without asking.

## 5. Special rules for our Patrol Leaders.

At Odyssians, we call our team leaders "Patrol Leaders". If you are a patrol leader:

- Encourage everyone to feel safe to report behaviour they do not like, even if they are not sure whether it is appropriate or not.
- You may talk with members of your patrol to help them understand what is appropriate behaviour and what is not. If you are not sure, you must ask the Camp Leader or deputy.
- You must not investigate behaviour which you have seen or which someone has reported to you, even if you are unsure whether it is inappropriate. Instead, you must immediately report it to the Camp Leader or deputy.

## What should I do if..?

**If you think someone has behaved inappropriately:**

- 1) Do not investigate anything yourself.
- 2) Immediately tell your team leader or the camp leader, even if you are unsure.

**If someone tells you about inappropriate behaviour:**

- 1) You must not agree to keep secrets or investigate anything yourself.
- 2) Allow the other person to speak to you without interruption, accepting everything that is said
- 3) Do not advise the other person how they should feel.
- 4) Immediately tell your team leader or the camp leader, even if you are unsure.

You must report; you **must not** investigate