



Code of Conduct

Camp Stevens is a community dedicated to practicing compassion and love. While a part of our community everyone including guests, campers, families, volunteers, clergy, community partners, neighbors, and staff are expected to participate actively in maintaining this environment.

Rooted in the Episcopal Church, we value:

Openness to new experiences, people and perspectives.

We show this through listening, always striving to welcome and embrace people of all races, cultures, abilities, ages, sexual orientations, genders, identities, spiritual practices, and personal beliefs, appreciating vulnerability and assuming positive intent.

Wonder in exploration, reflection, and self-discovery.

We show this through the open expression of curiosity, commitment to creativity, beauty, and transformation, speaking with kind honesty, releasing judgment and fear of making mistakes and a commitment to personal growth.

Connection with the human family, through trust, dignity and respect.

We show this through shared family-style meals, collective caretaking of camp facilities and property, respecting physical and emotional boundaries through consent, using mindful words, gestures and body language with the intent to build trusting, safe, and meaningful relationships.

Gratitude for each other, the community we share, and the world.

We show this through sharing grace at each meal, honoring the earth by recognizing our impact, saying thank you and expressing appreciation for each individual's unique contribution, and celebrating the Holy Eucharist each week.

Examples of conduct outside of our values:

- Degrading or defaming words or actions toward any person, including in written form, online, or displayed on clothing or materials.
- Violence, aggression, intimidation, belittling or bullying. This includes threatening any person with harm: emotionally, physically or mentally.
- Slurs, phrases, or expressions of attitudes that marginalize or perpetuate stereotypes based on race, culture, ability, age, sexual orientation, gender, identity, spiritual practice or personal belief.
- Jokes, comments or gestures of a sexist or sexualized nature.
- Jokes or pranks that destabilize safety, security or property.
- Physical contact without consent (verbal affirmative permission).
- Defacing or damage of camp facilities, land or environment.
- Use of anything as a weapon to scare or threaten.

All Community Members (Campers, staff, guests, clergy, etc.) are expected to:

1. Uphold these standards of community living.
2. Speak up when you feel these standards are not being lived up to, whether to the person directly or to a safe support like a chaplain, camp director, or staff person.
3. Take seriously if someone feels you are not meeting these standards and make changes in your behavior.

Anyone who acts outside of these values may be asked to leave camp in order to preserve a safe environment for all. Campers excused from camp for behavior reasons are not eligible for a refund and may not be eligible to attend in future years.