

North Salem Day Camp Blogging and Cell Phone Policy for Employees

In general, our camp views social networking sites, personal websites and blogs positively and respects the right of employees to use them as a medium of self-expression. If an employee chooses to identify himself or herself as an employee of our camp on such internet venues, some readers of such Web sites or blogs may view the employee as a representative or spokesperson of the camp. In light of this possibility, our camp requires, as a condition of employment at the camp, the employees observe the following guidelines when referring to the camp, its programs or activities, its campers and/or other employees in a blog or Web site.

1. Employees must be respectful in all communications and blogs related to or referencing the camp, its campers and/or other employees
2. Employees must not use obscenities, profanity, or vulgar language.
3. Employees must not use blogs or personal Web sites to disparage the camp, campers or other employees of the camp.
4. Employees must not use blogs or personal Web sites to harass, bully or intimidate other employees or campers. Behaviors that constitutes harassment and bullying include, but are not limited to, comments that are derogatory with respect to race, religion, gender, sexual orientation, color or disability; sexually suggestive, humiliating or demeaning comments; and threats to stalk, haze or physically injure another employee or camper.
5. Employees must not use blogs or personal Web sites to discuss engaging in conduct that is prohibited by camp policies, including, but not limited to, the use of alcohol and drugs, sexual behavior, sexual harassment and bullying.
6. Employees must not take photos or videos of anyone on the campgrounds.
7. Employees may not post pictures or videos of campers or other employees on any website or app.
8. The use of any electronic device for any reason is prohibited in camp.
Any employee found to be in violation of any portion of this policy will be subject to immediate disciplinary action, up to and including termination of employments.

I agree to the conditions set forth in the North Salem Day Camp Blogging and Cell Phone Policy for Employees.

Staff Signature

Parent Signature

Electronic Use at North Salem Day Camp

The use of any electronic device for any reason is prohibited in camp.

1. Employees found using any electronic device while on duty will be given one written warning.
2. A second offence will lead to immediate suspension for the remainder of the day.
3. A third offense will result in termination.

Counselors are to be monitoring the behavior of their campers at all times during the day. If the need arises to use a phone the Counselor must seek permission from the Director or Assistant Director and may use the office phone.

I agree to not use any type of electronic devices while on duty, including but not limited to: cell phones, tablets, headphones, ear buds (AirPods), video games, camera, electronic watches or other types of wearable technology.

Staff Signature

Parent Signature