

# United Church Camps

B.C. Conference

The United Church of Canada



## Code of Conduct

The United Church of Canada is committed to providing a safe, friendly and respectful environment for worship, work, study and play in all of its institutions, agencies, organizations, or other bodies that operate under its name. Abusive behaviour will not be tolerated and complaints will be taken seriously and dealt with in a spirit of compassion and justice.

This means that employees, volunteers, program participants and others using United Church Camping Facilities are expected to treat others with courtesy and respect. Discrimination or harassment on such grounds as ethnic background, sex, religion, family status, disability, political beliefs, or sexual orientation are against the law, and are not acceptable in United Church Camping programs or on United Church premises.

Harassment may include (but is not limited to) such conduct as:

- verbal abuse
- repeated unwelcome sexual invitations
- harmful or humiliating comments, jokes or taunting about a person's race, colour, anatomy, sexual attractiveness, attire, age, sex, marital status, sexual orientation, etc.
- a display of racist or sexually explicit pictures
- intimidation
- unnecessary and unwelcome physical contact
- abuse of position of authority
- refusal to work with an individual because of ethnic background, religion, etc.

If you feel you have been harassed, you are encouraged to tell the individual that you find their conduct offensive and it must cease. If this does not succeed, or you do not feel comfortable dealing with it in this manner, please contact the facility manager, or senior staff person for assistance. If you feel the need to file a complaint through the Sexual Abuse and Child Abuse Policy please contact the Personnel Minister, BC Conference Office at 1-800-934-0434. Trained consultants will assist you to determine your options with the possibility of pursuing on a confidential basis, a formal or informal resolution.



Thank you for your assistance in making this camp  
**a safe and respectful place.**