

HOSTYN ASSOCIATION CODE OF ETHICS

Preamble

The Hostýn Association is dedicated to creating a safe, respectful, and inclusive environment for all members, board members, and staff, especially during the annual Kids Camp. This Code of Ethics outlines the standards of behavior expected to ensure the well-being of our campers and the integrity of our community.

1. Respect and Dignity

- Treat all individuals, especially campers, with respect, dignity, and kindness.
- Foster an inclusive environment, valuing diverse backgrounds and perspectives.
- Proscribed behaviors include racism, sexism, homophobia, and any form of discrimination or harassment.

2. Integrity and Accountability

- Act with honesty and integrity in all interactions, particularly with campers and their families.
- Take responsibility for actions and decisions, ensuring transparency.
- Avoid conflicts of interest and disclose any potential conflicts promptly to your immediate supervisor.

3. Professional Conduct

- Maintain appropriate boundaries with campers; avoid any behavior that could be misinterpreted as inappropriate.
- Uphold the highest standards of professionalism, modeling positive behavior for campers.
- Report any suspicious or inappropriate behavior immediately to the appropriate authorities within the association.

4. Drug and Alcohol Policy

- The use of drugs and alcohol on site is strictly prohibited during the Kids Camp.
- It is mandatory to arrive begin your camp duties free from the influence of drugs or alcohol.
- Any violation of this policy will result in immediate disciplinary action.

5. Confidentiality

- Respect the privacy and confidentiality of campers, members, and staff.
- Safeguard sensitive information and use it only for its intended purpose.
- Obtain consent before sharing any personal or confidential information.

6. Collaboration and Teamwork

- Foster a cooperative and collaborative environment among staff and board members.
- Value the contributions of all team members and work together to ensure the success and safety of the Kids Camp.
- Try resolving conflicts constructively and respectfully with the person(s) involved, before seeking support from your immediate supervisor.

7. Ethical Practices

- Conduct all activities and interactions with honesty and integrity.
- Ensure financial practices related to camp operations are transparent and compliant with the financial management policy.
- Use association resources responsibly and for their intended purposes.

8. Social Responsibility

- Promote the well-being and empowerment of campers and the broader community.
- Engage in activities that contribute to the public good and reflect positively on the association.
- Be mindful of the environmental impact of our actions and strive for sustainable practices.

9. Compliance with Laws and Policies

- Comply with all applicable laws, regulations, and organizational policies. If you are not certain of which policies are applicable, you are invited to seek help from your immediate supervisor.
- Report any illegal or unethical behavior promptly to the appropriate authorities within the association.
- Ensure that all actions are consistent with the association's mission, vision, and values.

10. Child Protection

- Always prioritize the safety and well-being of all campers.
- Adhere to all child protection policies and procedures established by the Hostyn Association.
- Be vigilant in recognizing and reporting any signs of abuse or neglect. In doubt, you are encouraged to refer to the Kids Camp Director for counsel.

11. Governance and Leadership

- Maintain the highest standards of governance and leadership.
- Ensure that board members and leaders act in the best interest of the association and its stakeholders.
- Foster a culture of ethical decision-making and accountability at all levels of the organization.

Conclusion

Adherence to this Code of Ethics is essential to maintaining the trust and confidence of our campers, members, volunteers, and partners. By committing to these ethical principles, we uphold the values of the Hostyn Association and ensure the integrity and success of our mission, particularly during the Kids Camp.