



NEW LIFE RANCH

CHILD PROTECTION PLAN

It is of utmost importance to New Life Ranch that campers and staff are safe while on the grounds of camp. This includes in the area of child sexual and emotional abuse. NLR will utilize the following Code of Conduct to clearly define what is acceptable and unacceptable behavior.

Code of Conduct - Campers

We Will:

- **Encourage.** Include and encourage all campers in everything they do the entire week seeking to unite them as a cabin community. Hebrews 3:13
- **Listen.** Listen to the direction of counselors, activity instructors, leadership, and full-time staff. Proverbs 12:15 and Proverbs 19:20
- **Be Considerate.** Lift each other up, don't tear each other down. No put downs. No bullying. Do not exclude anyone. Ephesians 4:29
- **Be Committed.** Be committed to the cabin community, forming personal-loving relationships and memorable learning experiences. Philippians 2:4 and Romans 12:10
- **Be Safe.** Stand up for the physical, emotional, & spiritual safety of yourself & others. Isaiah 32:2
- **Be Respectful.** Of campers, staff, and camp property. Treat others in the way you want to be treated. Love each other. I Corinthians 13:4-8

Always respect physical boundaries.

- No kissing
- No sharing or entering of shower/bathroom stalls of others
- No sharing of beds/hammocks
- No hitting, kicking, slapping or punching
- No tickling
- No touching of private areas
- No physically demeaning humor (wedgies, etc.)
- No walking about the cabin without covering private areas
- No bullying
- No giving or getting: haircuts, piercings, tattoos while at New Life Ranch

Always use appropriate verbal communication.

- No lying
- No gossiping about other campers or staff
- No calling names of any kind (even jokingly)
- No talking or making comments about another's physical body
- No profane language or use of slang terms (homo, queer, etc.)
- No discussions of a sexual nature. (If a camper brings up sexuality, New Life Ranch staff will discuss the biblical view and then tell the camper to talk with their parents.)

While NLR staff are given the same info above, the following are specific to them.

- No camper is to be taken off by themselves.
- No giving campers gifts of a personal nature.
- No showing favoritism to a particular camper.
- Counseling or private conversation (one-on-one) is to be done in a public setting. (Seen but not necessarily heard)
- Hold other staff accountable to this Code of Conduct.

Campers have the following rights.

- To have privacy when in private areas (bathroom, shower, cabins)
- To tell someone when feeling uneasy about ANY situation
- To be treated with respect and to be taken seriously

Our Approach to Camper Discipline

Affection + Boundaries + Consistency = Discipline

- Remove camper from situation
- Communicate care, love, and concern for them
- Define inappropriate behavior without attacking the camper's character
- Communicate lack of tolerance for behavior
- Partner with camper in helping change behavior
- Seek the root of the problem
- Administer consequences with the help of leadership (no corporal punishment)
- Restore the relationship

Code of Conduct - Staff

Employees and campers at New Life Ranch shall conduct themselves in a way that is consistent with the mission of NLR and allows for everyone on the grounds to be safe from potential child abuse situations.

ACCOUNTABILITY (360 Degree Supervision)

All staff members are trained to keep themselves and all other staff accountable to following procedures. Any infraction or concern is to be immediately reported to a Director or President of the NLR Board. This is true for every person at camp including: campers, summer staff, full-time staff, or anyone associated with NLR, no matter who or where they are. In the 360 Degree Supervision model, everyone is responsible for what happens to NLR campers and staff and how we conduct ourselves while at camp and elsewhere.

CODE OF CONDUCT

New Life Ranch believes that every child is a precious and unique gift from the Lord and, therefore, will be treated in such fashion by those around them. The following are our guidelines for appropriate and inappropriate conduct with minors in the areas of Touch, Talk and Territory (TTT).

Touch

Touch is powerful when used appropriately but can have strong negative effects when used wrongly.

Appropriate	Inappropriate
Handshakes, high-fives, knucks, etc.	Back rubs, tickles, massages
Girls, walking while holding hands (Junior Camp only)	Touching of private parts (no exceptions)
Side Hugs	Touching child in anger, disgust, frustration
Short, congratulatory or greeting hugs (same gender)	Sex, kissing, or sexual embraces
Arm around the shoulders	Frontal hugs with opposite sex
Piggyback rides for young campers	Intimate wrestling or tickling
Pats on the back	Corporal discipline or punishment
	Lap-sitting

Talk

Verbal praise is very powerful, just as negative talk and language can cause negative effects such as pain, and wounds in a person's life. Words can also be used as a manipulation tool.

Appropriate	Inappropriate
Verbal praise for achievement or behavior	Comments or questions relating to physique or body development
Verbal encouragement	Sexual jokes, homosexual innuendo, or bathroom talk
Scripturally based teaching	Swearing or vulgar language
Grace-filled correction	Verbal harassment or abuse
Normal, relational conversation	Individual secrets or special gifts
	Sexual coaching or conversation
	Stories or threats intended to scare

Territory

Our best protection is to be clear and educated on our personal territory and the territory of others.

Appropriate	Not Appropriate
Public one-on-one interaction with others of the same gender	Private or low visibility one-on-one interactions with either gender
Group or public environments	One-on-one interactions with others of the opposite gender
Allowing others personal space	Entering cabins/campsites of the opposite gender or invading personal space
Changing in a private place not in front of campers	Entering private places where campers are changing, using the bathroom, or showering
	Leaving cabins/campsites at night after bed
	Streaking, nakedness, mooning, etc.
	Lying down or on a bed with a camper
	Single-Out campers or special treatment

In addition to our Touch, Talk, Territory guidelines, we also train all of our staff to follow the procedures below.

Shower Protocol & Modesty

Staff or campers shall never sit or walk around without a towel or clothing covering private areas during activities that encourage such behavior. (swimming, bathing, dressing, etc.) Towels or clothes must be worn at all times going to and from the showers—no exceptions. It is against policy to display private body parts intentionally, even as a joke. Removal of shorts, tops (for girls), or swimsuits is NOT allowed for swimming at any time. (skinny-dipping) Staff or campers should never enter an occupied shower stall (or toilet stall) or pull the curtain back on someone showering.

One-on-One's

All one-on-one interactions with campers must be done in a public place with others visible. In other words, you must be seen, but not necessarily heard. A third person is also encouraged in these settings. All one-on-one's should be with campers of the same gender - including Leadership Development programs.

Buddy System

At NLR we encourage the buddy system. The buddy system is designed so that we have more than one staff person present in questionable situations. Example: young child going to the bathroom or having trouble showering, entering cabins of the opposite sex, counseling on a sensitive issue, discipline or correction, etc.

Consequences: Any infraction of the above policy could be immediate grounds for dismissal with no chance of re-hire. A severe violation of one of these policies would result in legal consequences.