

**** Please sign both sides and return to Eliot Administrator****

**Eliot Institute at Seabeck
Camp Staff Contract**

I, _____ agree to accept the position of _____ for the Eliot Conference being held at Seabeck Conference Center from _____ to _____.

I acknowledge that I have received and read a copy of the job description for the above staff position and that I am qualified to fill this position. I agree to accept all responsibilities and to fulfill all duties outlined therein. I have also read and agree to follow the Code of Ethics attached to this contract.

I understand that, in return for meeting the responsibilities of my position, Eliot Institute will provide me with camp credit in the amount of \$ _____ that will be applied to my room and board expense for this camp. I understand that I am responsible for paying the balance of camp fees before camp begins. If my camp credit amount exceeds my camp fees, I understand that any unused credit amount may be applied to a family member, to my registration for another Eliot conference within 15 months, or may be refunded to me in cash.

If I have not already registered for the conference, my registration form is attached to this contract. I understand I must pay the normal deposit with my registration form, unless my camp credit covers my room and board expense in full.

I attest that I have no criminal history that would disqualify me from working in the position listed. I understand that a criminal background check is required for anyone working with Eliot youth or children, and that I will receive separate information about how this will be accomplished, if it applies to me.

If my position requires special certifications, I have attached or enclosed copies of the appropriate documents.

Staff Signature: _____ Date: _____

Signature of Dean, Board Representative, or Administrator:

_____ Date: _____

Please return to:
Eliot Institute
2628 31st Avenue West
Seattle WA 98199

The Eliot Institute
Code of Ethics for All Campers

Adults and older youth who are in leadership roles are in a position of stewardship and play a key role in fostering the spiritual development of individuals and the community. It is, therefore, especially important that those in leadership positions be well qualified to provide the special nurture, care, and support that will enable children and youth to develop a positive sense of self and a spirit of independence and responsibility. The relationship between young people and their leaders must be one of mutual respect if the positive potential of their relationship is to be realized. Respect on the leader's part must include recognition of the absolute right to the privacy of their own bodies and minds.

There are no more important areas of growth than those of self-worth and the development of a healthy identity as a sexual being. Adults play a key role in assisting children and youth in these areas of growth. Thus, leaders will refrain from engaging in behavior or language which is personally threatening or demeaning. Wisdom dictates that children, youth and adults suffer damaging effects when leaders become sexually involved with young persons in their care; therefore, leaders will refrain from sexually harassing behavior and from engaging in sexual, seductive, or erotic behavior with children and youth. This applies to all people acting in a staff capacity. Young adults who are in a romantic/sexual relationship with a member of the youth program should not take positions as youth staff. It is an ethical conflict for a member of the youth staff to enter into a new intimate relationship with a program participant.

Staff members will not directly supervise anyone with whom they already have an established significant relationship without pre-approval by the Dean(s) and the Board Chair or designate.

Neither shall leaders encourage or promote any sort of illegal activities on the part of children and youth.

Leaders shall be informed of this Code of Ethics and agree to it before assuming their role. In cases of violation of this code, appropriate action will be taken.

I have read and understand the above:

Signature: _____ Date: _____

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Eliot Institute
2628 31st Avenue West
Seattle, WA 98199

Adopted: 4-94