



## **Code of Conduct**

At Bridgeport Camp and Conference Center  
Sponsored by the North Texas Conference

The following acts constitute "Improper Conduct" that will not be permitted at any event sponsored by the North Texas Conference, and could result in dismissal of any staff involved.

- 1) Verbal abuse that humiliates degrades or threatens any guest or employee participating in an event sponsored by the North Texas Conference.
- 2) Physical abuse such as striking, spanking, shaking or slapping;
- 3) Mental abuse;
- 4) Romantic involvement with any participant;
- 5) Invading the privacy of a participant by watching a participant bathe or change clothes;
- 6) Discussing sexual experiences with a participant or encouraging participant to discuss his or her sexual experiences;
- 7) Counseling a participant in private (all counseling is to be done in the presence of others);
- 8) Touching a participant in any manner, that goes beyond traditional displays of friendship normally seen in public and that could result in sexual stimulation including, but not limited to, prolonged embracing, kissing, or fondling;
- 9) Exposing genitals, anus, or in the case of women, breasts to a participant;
- 10) And, any violation of the Texas Penal Code

The acts listed above constitute Improper Conduct even if a Participant agrees to, encourages, or initiates the act, regardless of the Participants age. Dismissal of Staff can result even if the Staff's act only gives rise to the appearance of Improper Conduct. The acts listed above are not the only acts that can result in dismissal of Staff.

## **Staff's Responsibility** **For Addressing Improper Conduct**

At events Sponsored by the North Texas Conference

Staff shall immediately report to the Site Manager, if she or he suspects that Improper Conduct as defined in the Code of Conduct has occurred.