

Calumet Lutheran Camp and Conference Center  
Youth Advisor Statement of Support for Rules

As an Adult Youth Leader supervising youth at Calumet, I understand how important it is to refrain from engaging in activity or conversation that would make me vulnerable to any allegation of sexual abuse, sexual harassment, or any form of sexual misconduct. In addition, I have read and fully understand and pledge my support and cooperation to the following statement:

**Sexual Conduct:** Youth Advisors are expected to give equal attention to all youth. Youth Advisors are expected to conduct themselves in the highest manner of propriety and respect for others and not to put any other people in intimidating, uncomfortable, or threatening situations. Therefore, Youth Advisors are not allowed to pursue or engage in or accept sexual or romantic relationships with youth during the retreat and Calumet strongly discourages such relationships after returning home. Sexual harassment will not be tolerated at any time at Calumet. Sexual harassment is defined as any verbal or physical sexual advance, suggestion, or conduct that is unwelcome or conduct which creates an offensive, hostile, or intimidating environment. This may include, but is not limited to verbal abuse, joking, or telling stories or jokes, innuendoes, unnecessary physical conduct, suggestive physical behavior, requesting, suggesting, or demanding sexual favors with implied or overt threats or physical assault which is legally defined as uninvited physical conduct. The ELCA is committed to end all sexual harassment and abuse in the church, and it will not be tolerated at Calumet. Youth Advisors involved in romantic relationships with other advisors shall maintain discretion and minimize public displays of affection. Excessive public displays of affection may be misunderstood or suggest to others that such conduct is acceptable.

Youth Advisors are expected to monitor and be aware of developing romantic relationships between youth so that youth are not threatened, harassed, or intimidated by the conduct of others. In the course of discussions on human sexuality, your responsibility is to counsel that marriage is the appropriate context for sexual intercourse. This represents the prevailing position of the ELCA. Under no circumstances will you discuss your personal sexual experiences, nor will you discuss your beliefs if they are contrary to the above position. Calumet is meant to be a community experience; therefore, excessive time away from group activity by individuals or small groups of individuals is not acceptable. If you encounter any instances of sexual harassment (as defined in the above paragraph), your responsibility is to intervene to stop the behavior. If the behavior does not stop, report the behavior to a Camp Director or the Executive Director immediately.

New Hampshire law requires that any sexual abuse of a minor (person under 18 years old) be reported to the State under RSA 169-C:29 which requires "...any...person having reason to suspect that a child has been abused or neglected shall report the same in accordance with this chapter" which requires reporting to the police or Division of Child & Youth Services of the State of New Hampshire. In the event anyone believes that a person has been sexually abused or mistreated, any such incident shall be reported to a Camp Director or the Executive Director immediately. There is a similar requirement for abuse of mentally handicapped persons of any age.

Sexual harassment, conduct, or abuse in violation of this statute may and probably will result in the termination of service and/or other appropriate discipline.

If you feel that you or anyone else has been sexually harassed or were treated in violation of this provision, please report it immediately to a Camp Director or the Executive Director.

Signature of Youth Advisor:

Witness:

Print Name:

Date: