

# EXPECTATION AGREEMENT

The following are the expectations established for the staff (paid and volunteer) of Dogwood Acres. These rules model appropriate behavior for all guests whom you will be working with and exist to create an emotionally, spiritually, and physically safe environment for guests and staff members alike.

1. There is a ZERO TOLERANCE policy regarding drugs and alcohol. Any staff member who is found in possession of alcohol or drugs is subject to immediate dismissal. Any staff member returning from time-off intoxicated or under the influence of any substance will be dealt with accordingly.
2. Dogwood Acres is a Tobacco Free Environment. Use of tobacco products is prohibited on the site. Use of tobacco products on the site is grounds for disciplinary action as determined by the Director.
3. Personal cell phones, computers and tablets are to be out of sight of all guests and only to be used during designated break times. Any non-professional usage of these electronic devices may warrant disciplinary action as determined by the Director.
4. Respect and care is to be shown to the Dogwood Acres site. Buildings, facilities, equipment, grounds, and vehicles should be treated in a caring and appropriate manner.
5. Romantic/intimate relationships between guests and staff are strictly prohibited, and in the case of relationships with campers is illegal and grounds for dismissal. All interactions between staff and guests are to be professional.
6. Cohabitation and public nudity are strictly prohibited and are grounds for dismissal. Possessing pornographic material and/or viewing such materials online is strictly prohibited and is also grounds for dismissal.
7. Dogwood Acres upholds all the standards, policies and ethics of the Presbytery of Florida and Presbyterian Church (USA). Staff members are expected to know and follow them.
8. Respect is to be shown to all staff, seasonal and year-round. We are a team and need to work together to accomplish our goals.