

Participant Expectation Agreement

I agree to conduct myself in a manner that will be a credit to me and the Arthritis Foundation community will abide by the following expectations:

1. Participant, once he/she arrives, will remain on the camp grounds except for scheduled Arthritis Foundation camp activities or emergencies, as directed by the camp director.
2. Participants are expected to participate in all assigned activities while at camp.
3. Participants shall be able and willing to treat each volunteer, staff person and peers with respect and dignity at all times.
4. Participants will abide by the safety and behavior guidelines of the Arthritis Foundation and any directions given (verbally or in writing) by the volunteers, camp director or Arthritis Foundation staff in charge.
5. Participant will accept that responsible behavior includes no possession or use of alcohol, marijuana, illegal drugs or weapons before, during or after the camp experience while on camp grounds. Failure to comply shall result in immediate dismissal from camp. All medications (prescription or nonprescription) shall be kept in the medical station (resident camps), designated location (family camps) or (if applicable) under the control of camp or Arthritis Foundation staff.
6. Use of tobacco is not allowed by any participant for the duration of the camp program.
7. Participant will abide by the camp policy regarding technology and cell phone usage.
8. Participant will refrain from any bullying, hazing, harassment or similar behavior.
9. Participant will adhere to curfew/lights out and understands they will **not** be allowed out on the camp property after lights out.
10. Participant is not allowed to enter a lodging area that is not their own without permission and is expected to respect the rights, privacy and property of others.
11. Child and teen participants are expected to follow the "rule of three."

Failure to follow these rules, policies or verbal instructions, or combinations thereof, may result in immediate dismissal from camp. If infraction results in sending the participant home, no refunds will be given, regardless of when it occurs.

I have read and agree to meet these expectations.

Participant(s) Name (Print)

Date

Participant(s) Signature

Date

I discussed these expectations with the minor participant(s) and agree that they will adhere to them.

Parent/Guardian Signature

Date

Arthritis Foundation No Harassment/Discrimination

The Arthritis Foundation does not tolerate unlawful harassment/discrimination of our job applicants, employees, volunteers, participants, guests, contractors or anyone else by an employee, manager, supervisor, volunteer, participant, guest or anyone else. Any form of harassment/discrimination on the basis of age; gender; marital status; medical condition (including genetic characteristics); mental or physical disability; national origin; ancestry; pregnancy; race; color; religion; sex; sexual orientation; military service; veteran status; or any other classification protected by federal, state or local laws is a violation of this policy and will be treated as a disciplinary matter. While it is not easy to provide an all-encompassing or comprehensive definition of harassment, it does include slurs, jokes and other uninvited verbal, graphic or physical conduct by one individual toward another. Harassment/discrimination of any kind will not be tolerated and may be grounds for immediate termination or removal from an Arthritis Foundation program.

In particular, sexual harassment includes many forms of offensive and unwelcome behavior and may include:

- Unwelcome sexual advances
- Offering benefits in exchange for sexual favors
- Making or threatening reprisals after a negative response to sexual advances
- Visual conduct such as leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons or posters
- Verbal conduct such as making or using derogatory comments, epithets, slurs and jokes
- Verbal sexual advances or propositions
- Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, suggestive or obscene letters, notes or invitations
- Physical contact such as touching, assault, impeding or blocking movements
- Verbal or physical contact of a sexual nature that has the purpose or effect of creating an intimidating, hostile or offensive environment
- Verbal or physical contact of a sexual nature that has the purpose or effect of unreasonably interfering with an individual's performance or enjoyment of activities
- Verbal or physical contact of a sexual nature that otherwise adversely affects an individual's opportunities

Because it is difficult to predict when conduct or comments might be "unwelcome," employees, volunteers, participants or anyone else should avoid all such conduct and behave at all times in a professional and respectful manner.

The following steps have been put into place to ensure the environment at the Arthritis Foundation is respectful, professional and free of unwelcome harassment/discrimination. If someone believes this policy has been violated, the person should bring the matter to the immediate attention of the chief Arthritis Foundation employee on site, his or her manager/supervisor or, where this is inappropriate or not practical, to the attention of the Arthritis Foundation Human Resources department. Additionally, the Foundation has a Whistleblower hotline the individual may use. The nationwide toll-free number is 866-229-6636 and is administered by an independent, third-party provider. The Foundation will promptly investigate the facts and circumstances of any claim of harassment/discrimination. To the extent possible, the Foundation will endeavor to keep the individual's concerns confidential. If the individual makes a complaint under this policy and has not received a satisfactory response within five business days after notification, he or she should

immediately contact Wayne Guthrie, Senior Vice President of Human Resources, or Jim Ludlam, Legal Counsel.

Upon completion of the investigation, the Arthritis Foundation will take corrective measures it deems necessary against any person who has engaged in harassment/discrimination in violation of this policy. These measures may include, but are not limited to, counseling; suspension; immediate termination; removal from Foundation events, activities or property; and future ban on participation in Foundation activities.

No employee, volunteer, participant, guest, contractor or anyone else will be subject to, and the Foundation prohibits, any form of discipline or retaliation for reporting in good faith of incidents of unlawful harassment/discrimination, pursuing any such claim or cooperating in any way in the investigation of such reports.

We cannot remedy claimed harassment/discrimination unless you bring these claims to the attention of management. Failure to report timely claims of harassment/discrimination prevents us from taking steps to remedy the problem, and may affect the individual's ability to seek redress later.

Receipt of No Harassment / Discrimination Policy

I acknowledge that I have received a copy of the Arthritis Foundation's No Harassment/Discrimination Policy. I have read it, understand it and agree to follow it. I understand that anyone who engages in conduct prohibited by the Policy will be subject to disciplinary action.

I understand it is my obligation to refrain from engaging in conduct in violation of the No Harassment/Discrimination Policy and to report conduct I believe is harassing or discriminatory to enable the Foundation to take action as appropriate.

Name (Print)

Signature

Date

Arthritis Foundation Social Networking Policy

The Arthritis Foundation recognizes that social networking is part of today's society and is an important way for people to communicate. At the same time, we want to make sure that the use of social networking sites by the Arthritis Foundation event participants does not create any issues for the Arthritis Foundation or the participant. As a result, we ask that our participants exercise discretion, be mindful of their actions and be thoughtful and respectful of the anticipated audience of the content.

To help guide you in your use of social networking sites, we have created this Social Networking Policy. This Policy will help you open up a respectful, knowledgeable interaction with people on the Internet and also protect the privacy, confidentiality and interests of Arthritis Foundation, staff, partners and participants.

We understand there is a difference between social networking activity where you are identified as a member of the Arthritis Foundation community and private conversations that are outside of the camp community. **While this policy is directed at activity where you are identified as a member of the Arthritis Foundation community, you must also recognize that even private postings may become public, can reflect badly on the Arthritis Foundation and may result in action by the Arthritis Foundation.** Given the nature of the children's camp business, you must be mindful of your responsibilities and the impact your words and actions have on the camp community.

1. **Defamatory Comments:** You may not post any comments that are considered defamatory. In other words, you may not post any false information that damages the reputation of another person, including claims that they committed a crime, have a disease, engaged in sexual activity, or otherwise causing injury to their reputation in the camp community.
2. **Inappropriate Material:** You may not post any photos or images, or use language, that is obscene, contains nudity or sexual images, or is violent or otherwise offensive in nature. When defining what is offensive, you should use the same guidelines you would in any other interaction or communication at the Arthritis Foundation or with your family.
3. **Harassment:** You may not post anything on a social networking site that is derogatory, offensive or threatening to another person. This includes anything that could be considered "bullying," in accordance with our No Harassment/Discrimination policy. The camp director of the Arthritis Foundation program has sole decision-making authority about what is considered a derogatory social networking post.
4. **Proprietary Information:** You may not post any proprietary or otherwise confidential information about the Arthritis Foundation or any third party, or post any content that contains copyrighted material or uses trademarks, without the express written permission of the copyright or trademark owner.
5. **Confidentiality:** You may not reveal personal information (including a person's diagnosis) about an individual or otherwise invade the privacy of another person. In particular, you should not disclose any personal information you have learned from your involvement with the Arthritis Foundation. **Your postings online should not** contain the full name, diagnosis, medications, home address or hometown of any person without his or her express permission, and **your posting should not** contain the full name, diagnosis, medications, home address or home town of any **MINOR** even if permission is given. If a member of the Arthritis Foundation community contacts you and requests that you remove an image of

that person that has been posted, you are obligated to remove the image immediately.

6. **Misrepresentation:** You may not discuss any public or camp-related issues in a way that creates impressions that you are representing the camp in this matter. Such postings could lead to legal action or hostile exchanges with the Arthritis Foundation. Additionally, participants may not impersonate others or create an account in order to mislead, confuse or deceive.
7. **Spamming and Technical Abuse:** When using social media websites, participants should not create multiple accounts in order to disrupt or abuse others' use of the site, create accounts to prevent others from using that account name or for the purpose of selling the account, sending mass invitations, duplicating or reselling a site's products or services, publishing malicious content or causing intentional damage to others' browsers or computers.
8. **Statements About the Arthritis Foundation:** When posting content, you may not make any disparaging statements about the Arthritis Foundation or statements that would otherwise reflect negatively on the Arthritis Foundation.

Acceptance of Social Networking Policy

I understand this Social Networking Policy, understand that this policy applies during camp season and during the off-season, and understand that failure to comply with this provision may result in disciplinary action.

Participant(s) Name (Print)

Date

Participant(s) Signature

Date

Parent/Guardian Signature

Date