



STAFF PERSONAL PLEDGE OF CONDUCT

1. I will strive to be a positive role model to students and conduct myself at all times in a manner that will not compromise the physical or emotional well-being of any student or JKCP employee.
2. I will demonstrate respect for all people I encounter and refrain from the use of profane and/or threatening language.
3. I will conduct myself at all times in a manner that will not cause harm to or loss of other's property, including but not limited to JKCP program facilities, other counselors' or students' belongings and JKCP vehicles.
4. I understand that all the campuses are smoke-free and tobacco-free environments and I will not use tobacco while on campus or on duty.
5. I will not use, possess, or bring onto camp premises any alcohol, illegal drugs, or weapons.
6. I will not abuse or misuse any substance whether legal or illegal.
7. I consent to random testing for drugs and/or alcohol.
8. I consent to compulsory drug and/or alcohol testing should I be involved in a motor vehicle accident and/or receive a traffic fine or citation. Failure to participate in such testing will be an admission of guilt.
9. I will adhere to the JKCP dress code. Wearing a JKCP staff shirt and khaki (tan) shorts, slacks or skirts for ladies. Only tennis pros are required to wear different colored shorts, slacks, and skirts for specified days.
10. I understand that violation of any of the above policies may result in my immediate dismissal.
11. I understand that this is not a comprehensive list of all that is expected of me at camp, but an overview of the most fundamental policies which require my compliance.
12. I understand that this agreement does not constitute a contract of employment.

Signature of "JKCP" Employee

Date

Please Print First and Last NAME