



## STAFF PERSONAL PLEDGE OF CONDUCT

1. I will strive to be a positive role model to students and conduct myself at times in a manner that will not compromise the physical or emotional well-being of any students of 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 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. Tennis and golf pros are required to wear other variations of the uniform specified by their program director.
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.

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Signature of "JKCP" Employee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Please Print First and Last Name