

Camp Crew Program Expectations, Rules of Conduct & Ethics Agreement

Camp Crew work involves hard work, long hours, long shifts and at times little sleep. However, if you have a good attitude and do the tasks assigned to you, you will enjoy the fire camp experience. You are compensated well for your time and effort.

Expectations and Rules:

1. Show respect to fellow crew members, crew supervisors, and everyone you work with and encounter during your daily work assignments.
2. Show and demonstrate a strong work ethic, by being a Self-Starter, be flexible and able to adapt; most of all maintain a good positive attitude and smile. Your work assignments and tasks will vary from day to day and fire to fire. You may be very busy and/or assigned daily tasks that are very tedious and monotonous.
3. Perform and complete work assignments and assigned tasks. When you finish your assignment, ask for another. If your supervisor is not there to give you another assignment, find another task to do in your assigned work area (e.g., pick up trash, organize supplies, etc....).
4. Camp Crew work assignments, and tasks will rarely require the use of a mobile device. Incident Management Team (IMT) members and crew supervisors (CS) have full discretionary authority to determine appropriate need/use of mobile devices while on shift. Use of your cell phone while on shift must be/will be minimal. **ANY VIOLATION OF SPECIFIC DIRECTION PROVIDED BY THE IMT OR OUR PERSONNEL, AND/OR ANY EXCESSIVE USE OF YOUR MOBILE DEVICES WHILE ON SHIFT WILL BE GROUNDS FOR TERMINATION FROM THE CREW AND PROGRAM. IF TERMINATED YOU WILL BE SENT HOME AT YOUR OWN EXPENSE.**
5. Sexual harassment, Bullying, Hazing, and Harassment of any kind in person or using a mobile device will not be tolerated. **VIOLATIONS WILL BE GROUNDS FOR TERMINATION FROM THE CREW AND PROGRAM. IF TERMINATED YOUR WILL BE SENT HOME AT YOUR OWN EXPENSE.** If you have any questions on what constitutes sexual harassment, ask. If you see something say something.
6. The possession and use of tobacco, vaping, CBD products, illegal drugs or alcohol will not be tolerated. **VIOLATIONS WILL BE GROUNDS FOR TERMINATION FROM THE CREW AND PROGRAM. IF TERMINATED YOUR WILL BE SENT HOME AT YOUR OWN EXPENSE.**
7. No shorts, tank tops, open toed shoes (flip flops) will be worn while on shift and performing work duties. Shirts, hats, or any clothing items with suggestive language, political advertisement, or logos (e.g., MAGA), offensive imagery or text, or other items on your person with images or text depicting drugs or alcohol will not be worn/used. Rule of Thumb if you have to ask about your item you probably shouldn't wear it.

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8. Remain in the work area assigned to you. Do not wander off, notify your crew supervisor before leaving your area.
9. Horseplay will not be tolerated at any time of the assignment.
10. Be quiet in camp sleeping areas. Crews and overhead staff will be sleeping due to around-the-clock shifts.
11. Do not stay up when you are off duty. You need your rest, and you will be expected to wake up on time and accomplish your work duties. Occasionally, you may be awakened before your normal starting shift time to assist in an emergency.
12. Never walk around camp by yourself. Visit with your crew supervisors about the layout of the camp and where to go and not to go. Notify your supervisor if you leave your work area. Be safe and use the buddy system!
13. **No coed sleeping.** Crew members are to sleep in their assigned areas and in their own tents.
14. **No Stealing or taking of consumable fire supplies.** Our crews handle a variety of firefighter supplies (e.g., batteries, gloves, headlamps, etc....) they are available for your use while on assignment. They are not to be hoarded and brought home for personal use.
15. Remember, you have been hired to do a job just as if you were working for any business in town. You are not being paid to sit around or play games. Remember, there is always someone watching YOU.

**** NOT ADHERING TO THE ABOVE EXPECTATIONS AND RULES WILL RESULT IN THE IMMEDIATE TERMINATION OF THE CREW PARTICIPANT FROM THE PROGRAM. YOUR PARENTS WILL BE NOTIFIED AND WILL NEED TO ARRANGE AND COVER THE COST OF YOUR TRAVEL HOME. ****

NAME: _____ **SIGNATURE:** _____
(Please Print)

PARENT or GUARDIAN SIGNATURE*: _____ **DATE:** _____
**Needed if you are younger than 18*